

# NEWMAN FUTURES

A shared vision to build a diverse  
and sustainable economy  
that is inclusive to all



Bradley Hall, Chairman Karlka  
Niyaparli Aboriginal Corporation

#### Statement from Niyaparli traditional owners in language

Marnu pakalpinyu pantiyarta Niyaparli  
jarntula. Yurlungna pakatpaku wirya  
wiryata. Marnujalku wiyutpaku  
pantimpala ikamarntala.

#### Statement from Niyaparli traditional owners in English

You are welcome to Niyaparli Country.  
This is a good place. We will do this  
thing together.



Melvin Farmer, Chairman Western  
Desert Lands Aboriginal Corporation

#### Statement from Martu Custodians in Martu

Ngayunpa laju ngarmpurpa karnyinin  
kamu kulyininpa Niyaparli kurta kamu  
jurtu ngayunpalumpaju. Martuku ninti  
ngurraku kamu kuruwarri juljujarnu  
(Kartiya lu warnanyi jumarngkarni)  
kuntugnka ngayunku. Ninti  
nuntirrpalumpaju yunkunyi ngaluninpala  
wangka kamu turlku kamu wangka  
kamu jukurpa. Ngalaju ngapyilku  
nuntirrpala warnalku ngarpyilku Newman  
laltukajangka wanalkula opportunitykaja  
Newmanlu kanyini. Nga nuntirrarriku  
ya jijikaja jilpi kamu tuju jarnu. Ulu ya  
warrkumarriku Newmanja kamu pirra  
wana.

#### Statement from Martu Custodians in English

We acknowledge our Niyaparli  
brothers and sisters. Martu knowledge  
of country and our lore, passed to us  
from the beginning of time (Kartiya  
researchers say more than 50,000  
years) is at the heart of who we are.  
Ninti is the Deep respect we carry for  
our language, our songlines, our stories  
and our culture. We will use this to make  
strong partnerships with the Newman  
community and the opportunities that  
Newman provides. In this way, our  
children will feel the strength of their  
elders, and make a contribution to  
Newman as well as to Martu  
on-country communities.



Mark McGowan, Premier of  
Western Australia

#### Statement from Mark McGowan, Premier of Western Australia

Newman and the people who call it home are integral to the economic development and growth for our State and nation. The Western Australian Government fully supports and believes in the Newman Futures initiative and its commitment to jobs and the local community as it adapts, grows and prospers through a new era in innovation.



Shire of East Pilbara President  
Lynne Craigie OAM

#### Shire of East Pilbara President Lynne Craigie OAM

It is well known that the Shire of East Pilbara holds much of the State's mineral wealth but it is the region's people who are truly our richest resource. Our local government is focused on playing a key role in building a stronger community for all Newman residents. We are excited to be supporting Newman Futures, which will help develop and strengthen our economy for future generations.



Edgar Basto, BHP Asset President  
WA Iron Ore

#### Statement from Edgar Basto, BHP Asset President WA Iron Ore

BHP's purpose is to bring people and resources together to build a better world. This purpose reflects why we exist and the aspirations of all our stakeholders.

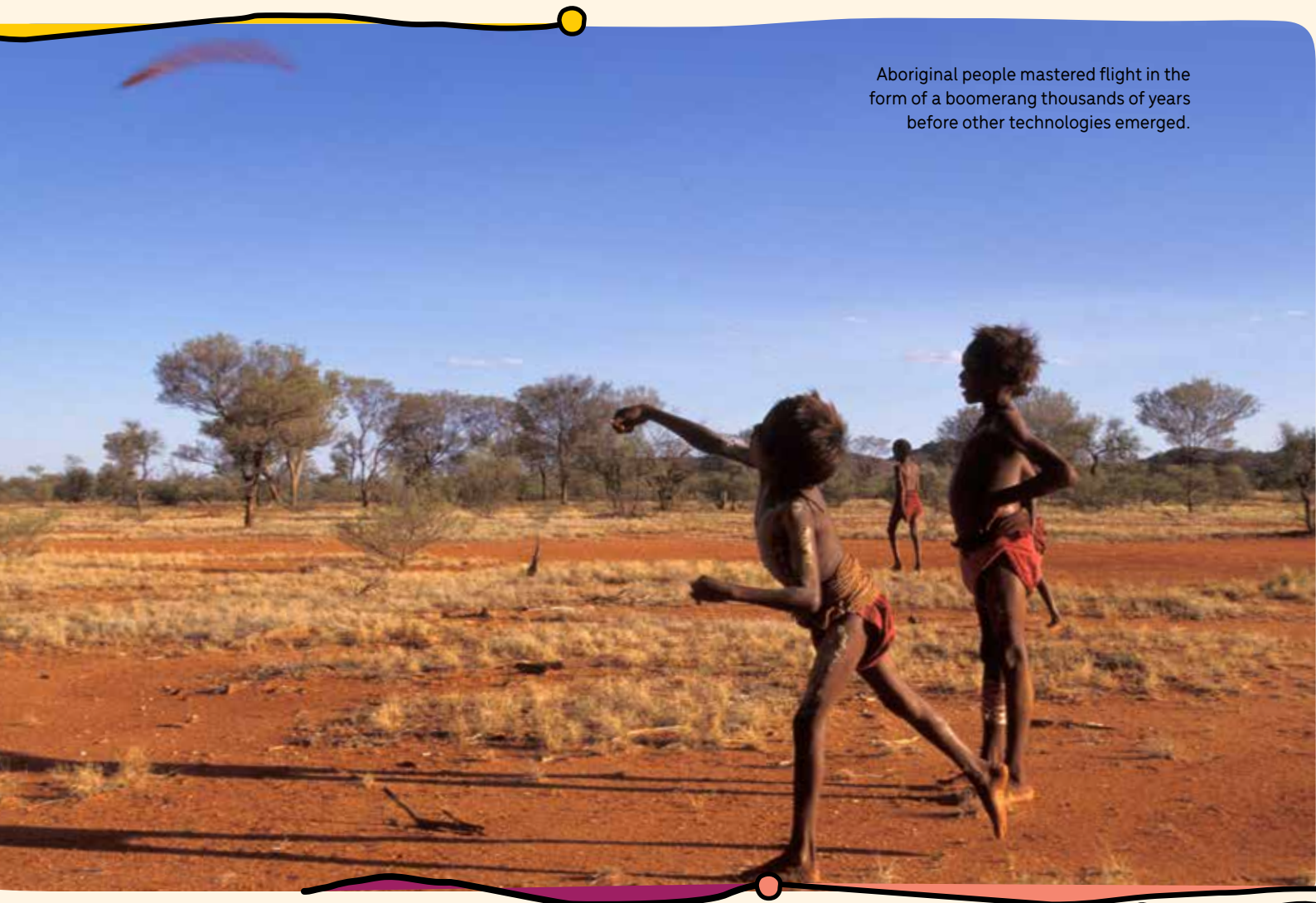
The Newman Futures project is our purpose in action. This strategy demonstrates how we can find new ways of working together to build a sustainable and diverse economy that is inclusive to all. It charts a course for everyone in Newman to benefit from industry 4.0.



# EMBRACING THE NEW ECONOMIC ERA

In the Pilbara where the world's oldest technologies were born, old and new technologies are today merging to create new enterprises which are providing livelihoods and diversifying the local economy.

Aboriginal people mastered flight in the form of a boomerang thousands of years before other technologies emerged.



A new economic era is emerging in the Pilbara as the adoption of technology is changing production patterns, business models and the nature of work. These changes hold great promise if industry, government, stakeholders and the community build a common vision for inclusive and sustainable growth.

The Newman Futures project was initiated by BHP and the Shire of East Pilbara in January 2019 to explore how innovation and new technologies could be harnessed to serve the public interest.

Over the course of eight months, stakeholders from all sectors and all parts of the community participated in exploring how the changes in the local economy and to the nature of work could be capitalised on for the benefit of the whole community.

This engagement resulted in broad agreement across stakeholders to find new ways of working together. The principles underpinning this new way forward are:

### Culture and Country

Recognition and acknowledgement of different ways of seeing, interacting and being in the world

### Liveability and Wellbeing

Solid foundations for community and economic participation

### Education and Training

Equipping and reskilling people of all ages and demographics to participate in the economy

### Economy and Work

Uptake of innovation and technology across small to large and indigenous businesses

These principles underpin the Newman Futures Common Agenda and Roadmap, which are outlined in this document along with the governance framework to support collective action. Collaboration to implement the many initiatives is already under way.

The strength of Newman Futures lies in these common agreements and in the commitment of stakeholders to work together to embrace the opportunities that

innovation, technology and disruption present. This commitment is embodied in the statement “Why Not Newman?” that emerged during the consultation. This catch-cry reflects the belief that while the aspiration to build a sustainable and inclusive economy off the back of this technological revolution, known as Industry 4.0, is a bold one, if stakeholders align around a common vision it just may be possible.



# THE PATHWAY TO HERE

For more than 60,000 years there has been a sustainable economy in the Pilbara. Rich connections between culture, language and country shaped how food, shelter, exchange and transmission of heritage took place. To this day the Nyiyaparli and Martu people retain these deep relationships.

In the late 1800s a non-aboriginal economy emerged with the introduction of cattle and sheep production along with the discovery of gold in Marble Bar.

The discovery of rich iron ore deposits in the 1960s led to the Mount Newman Mining Company founding Newman in 1966. This marked the start of the resource boom in Western Australia and led to Newman becoming the service hub for surrounding regional and remote communities.

Fast forward to 2019 and a new wave of economic change has been foreshadowed. In Newman this change is already being rolled out across industries as they integrate data intelligence and technology to transform their businesses.

## LIMITS TO GROWTH

The changing economy will create new demand for highly skilled workforces and a plethora of new enterprise opportunities but some barriers to economic participation need to be addressed.

Social and economic trends shown in Table 1 underline the areas that require focus:

- Provision of good housing and some services is not meeting demand in Newman or remote communities
- Aboriginals and Torres Strait Islanders are the fastest growing demographic, and the broader population is becoming increasingly diverse
- Education achievement is stagnating, attendance is lower than State averages and fewer young people are transitioning to higher education
- Income in Newman is higher than State averages but income disparities are increasing
- While Newman is growing, its population is transient and fluctuates with the rise and fall of industry
- The mining sector continues to dominate the economy and BHP has a significant footprint
- The cost of living is high and there are difficulties in attracting skilled workforces.





TABLE 1. Newman Social and Economic Snapshot<sup>1</sup>

## LIMITS TO GROWTH

## DEMOGRAPHICS AND FINDINGS

Provision of good housing and services does not meet demand	<ul style="list-style-type: none"> <li>8.4% of dwellings in the East Pilbara were deemed as requiring an extra bedroom (compared to 2.4% across WA)</li> <li>Limited access to specialist services such as health and medical is considered a key barrier to liveability</li> <li>18.7% of households in the East Pilbara do not have access to internet</li> </ul>
ATSI are the fastest growing demographic and the broader population is becoming increasingly diverse	<ul style="list-style-type: none"> <li>The total Aboriginal and Torres Strait Islander population has doubled (from 635 to 1,039) in the last 10 years – making up 19% of population</li> <li>Those born in the Philippines has increased 2% in the last 10 years</li> </ul>
For those who complete high school, educational outcomes are good, however, fewer young people are participating in educational or employment pathways in Newman compared to Western Australia	<ul style="list-style-type: none"> <li>Attendance at Newman Senior High School has increased between 2016 (79.7%) and 2018 (82.0%)<sup>2</sup></li> <li>In 2018 63% of Newman Senior High School's year 12 cohort went on to further study or training (including those who deferred)<sup>3</sup></li> <li>In the East Pilbara fewer 16-year-olds are in full-time secondary education (65%) compared to Western Australia (82%)</li> <li>Fewer 15 to 24-year-olds in Newman are 'earning or learning' (65.4%) compared to Western Australia (82%)</li> </ul>
Income in Newman is higher than State averages but income disparities and reports of crime are increasing	<ul style="list-style-type: none"> <li>Income disparities continue to grow, with those who earn more than \$2,000 per week doubling between 2006 (14.2%) and 2016 (27.9%), and those earning negative or nil income also increasing between 2006 (5.6%) and 2016 (7.9%)</li> <li>17.9% of East Pilbara households are considered low income households</li> <li>Total reported crimes in Newman has consistently increased between 2014 (676 reported) to 2018 (985 reported)</li> </ul>
While Newman is growing, its population is transient and fluctuates with the rise and fall of industry	<ul style="list-style-type: none"> <li>The total Newman population has increased by 2,099 in the last 10 years – but fell between 2011 and 2016</li> <li>There is a high proportion of couple families with children (57%)</li> <li>37.7% of the population are in the key worker profile age of 25–39 years old, while 18.2% of the population are under 15</li> <li>A high proportion of the population are male (63.4%)</li> <li>Machinery operators and drivers (27.9%) and technicians and trades workers (27.7%) are the most common occupations</li> </ul>
The mining sector continues to dominate the economy and BHP has a significant footprint	<ul style="list-style-type: none"> <li>BHP employment represents one in every three jobs in town</li> <li>Iron ore mining makes up 51.2% of Newman's industry, with no other sector accounting for more than 5% of Newman's total workforce</li> <li>BHP's economic contribution represents 19.5% of local economic output</li> <li>Socially, BHP contributes to 41% of health care, 50% of primary education and 48% of child care services demand in Newman</li> <li>In the Shire more broadly, the mining sector contributes 11,516 jobs (75% of employment) and generates \$1,589M in salaries and wages</li> </ul>
Cost of living is high and there are difficulties in attracting a skilled workforce	<ul style="list-style-type: none"> <li>Newman has the highest cost of operating a business (86% higher than in Perth) in comparison to Karratha (72%), Port Hedland (70%) and Onslow (62%)</li> <li>Remoteness results in difficulties attracting and retaining labour</li> <li>A low unemployment rate (4.2%) creates a tight job market</li> <li>There is limited availability and affordability of housing and land, particularly land for business or industrial use</li> </ul>
While there is a sense of connectedness, community contribution is impacted by transience and shift rosters	<ul style="list-style-type: none"> <li>16.8% of Newman residents volunteered in the last 12 months, compared to 19% in WA</li> <li>There is limited provision and coordination of a comprehensive range of government and NGO services</li> <li>Shift work and rosters impact on civic or community engagement and volunteering (including FIFO workforces)</li> </ul>

<sup>1</sup>Regional Development Australia (RDA) Pilbara, "Cost of Doing Business in the Pilbara November 2018," 2018<sup>2</sup>Department of Education, 2019 'Newman Senior High School (4114)', Schools Online<sup>3</sup>Department of Education



# ENGAGEMENT OVERVIEW

Across Newman, people and organisations who have a key role in local business and enterprise have spent the last year coming together to collectively discuss the changing economy and barriers to inclusive growth.

Together these stakeholders - Karlka Niyaparli Aboriginal Corporation, Western Desert Lands Aboriginal Corporation, Kanyirninpa Jukurrpa, Martumili, Puntukurnu Aboriginal Medical Service, Newman Chamber of Commerce, the Shire of East Pilbara, local schools, community groups, government service agencies, other not for profits and local businesses have co-designed solutions for the future.

The process included briefings, meetings and workshops with:

- Karlka Niyaparli Aboriginal Corporation, Western Desert Lands Aboriginal Corporation, Kanyirninpa Jukurrpa, Martumili and Puntukurnu Aboriginal Medical Service
- East Pilbara Interagency Forum
- East Pilbara Youth Engagement Partnership
- BHP Stakeholder Engagement Group
- Early Years Network
- Newman Reference Group
- Youth engagement at the Newman Youth Centre

In addition to this there were:

- Three sets of four co-design workshops on education and training; liveability and wellbeing; culture and country and the local economy
- Drop-in engagement sessions at Martumili and East Pilbara Independence Support
- Broader community engagement via the Newman Futures pop-up space
- A youth Hackathon
- Indigenous digital excellence workshops
- Youth engagement via video
- A community newsletter
- Regular project updates and opportunity to engage and participate via Newman Futures online portal

## ENGAGEMENT SINCE JANUARY 2019



**60+**

Meetings, workshops or briefings facilitated



**300+**

Face-to-face interactions with stakeholders and local leaders



**1,800+**

Hits on the Newman Futures website



**9**

Successful Newman Futures Conversation Lunches hosted with local and regional leaders



Involvement and buy-in from local, regional and State stakeholders across community, business, Government and Industry





TABLE 2. Engagement Feedback

PATHWAY	THINGS TO ADDRESS	OPPORTUNITIES
<b>CULTURE AND COUNTRY</b>	<ul style="list-style-type: none"> <li>• Strong enduring Martu and Nyiyaparli connection to culture and country</li> <li>• Passionate and capable local leaders</li> <li>• Good local initiatives already under way</li> <li>• Relative isolation of Newman</li> </ul>	<ul style="list-style-type: none"> <li>• Need for shared understanding of Aboriginal values, beliefs, behaviours and attitudes</li> <li>• Need for service providers, government and decision makers to recognise different world views</li> <li>• No existing language or framework to provide appropriate solutions</li> <li>• Improved outcomes in health, education, mobility, justice</li> </ul>
<b>LIVEABILITY AND WELLBEING</b>	<ul style="list-style-type: none"> <li>• Diverse cultural and environmental assets</li> <li>• Good existing stakeholder networks and a strong desire to 'do things differently'</li> <li>• Land that is resource rich and can be used for other ventures such as agricultural or diverse energy projects</li> <li>• Opportunities to expand on tourism possibilities</li> <li>• Good sporting and recreational opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Need for greater coordination amongst government and NGO services in town</li> <li>• Attraction of staff and funding for services or infrastructure in health</li> <li>• Community transience</li> <li>• Cost of living and doing business</li> <li>• Crime and safety, particularly with young people</li> <li>• Reliance on the resource sector</li> </ul>
<b>EDUCATION AND TRAINING</b>	<ul style="list-style-type: none"> <li>• Quality staff and students</li> <li>• Access to resources and community partners</li> <li>• Connection with service providers and willingness to collaborate</li> <li>• Extracurricular activities that support goals</li> <li>• Community appetite for change</li> <li>• Great natural environment</li> <li>• Local employment opportunities</li> <li>• Alternative project-based learning</li> <li>• Growing creativity</li> </ul>	<ul style="list-style-type: none"> <li>• Need to adopt a curriculum that suits local conditions</li> <li>• Attraction and retention of the right staff</li> <li>• Reliance on one major partner</li> </ul>
<b>MAKING NEWMAN: ECONOMY AND WORK</b>	<ul style="list-style-type: none"> <li>• Impact of new technology introduction on staff productivity/staff training</li> <li>• Enhanced data and access to information</li> <li>• Streamline business processes</li> <li>• Improvements in equipment and machinery</li> <li>• Increased communication with customers</li> </ul>	<ul style="list-style-type: none"> <li>• Cost of integrating new technology and equipment</li> <li>• Human resource/capacity to integrate innovation</li> <li>• Need for support as to how or where innovation/technology may occur and how small business can benefit</li> <li>• Attraction and retention of staff</li> <li>• Opportunities for small businesses to be part of solving the problem for industry</li> <li>• Accessibility to equipment and technology support for upgrades or maintenance</li> </ul>



"Our understanding of previous industrial revolutions is that, while they create huge wealth and opportunity, they also create significant harm: many people miss out on the benefits entirely, and it is most often those populations with the least voice or power who bear the negative consequences."

**Klaus Schwab Shaping the Future of the Fourth Industrial Revolution**



# THE CASE FOR CHANGE

Stakeholders have underscored the need for investment to support the ability of people in all demographics to participate in the economy. There is common agreement that with a focus on redressing inequality it will be possible to build an inclusive digital economy in Newman and catalyse a cultural and community renaissance.

## HOUSING

Housing is considered one of Newman's biggest challenges and is increasingly a focus for industry, government, NGOs and community. A number of agencies are working in Newman and remote communities to address this issue.

Equitable access to quality housing is considered a top priority. Stakeholders note the poor state of houses with many boarded up and unoccupied houses attracting vandalism. East Newman has an especially high proportion of damaged or unoccupied houses. Of the 1,584 houses in East Pilbara, 8.4% were deemed to need an extra bedroom, in comparison to Western Australia's rate of 2.4%<sup>4</sup>, suggesting that overcrowding is also an issue.

Stakeholders also note that the wait list for public housing is long and there is a lack of appropriate housing or accommodation for people seeking aged care options.

It has been identified that the WA Government will need to procure 73 houses by 2028 to accommodate an

additional 365 Martu people in Newman to account for the growing population and increased housing demand<sup>2</sup>. These studies have shown that by investing \$7.2 million in housing in the East Pilbara, approximately \$12.7 million of avoided housing costs could be saved<sup>5</sup>.

Options for short-stay accommodation have also been raised as a priority by Aboriginal stakeholders and leaders to enable young people to stay in town for education and schooling. Safe spaces for women and children are also desired.

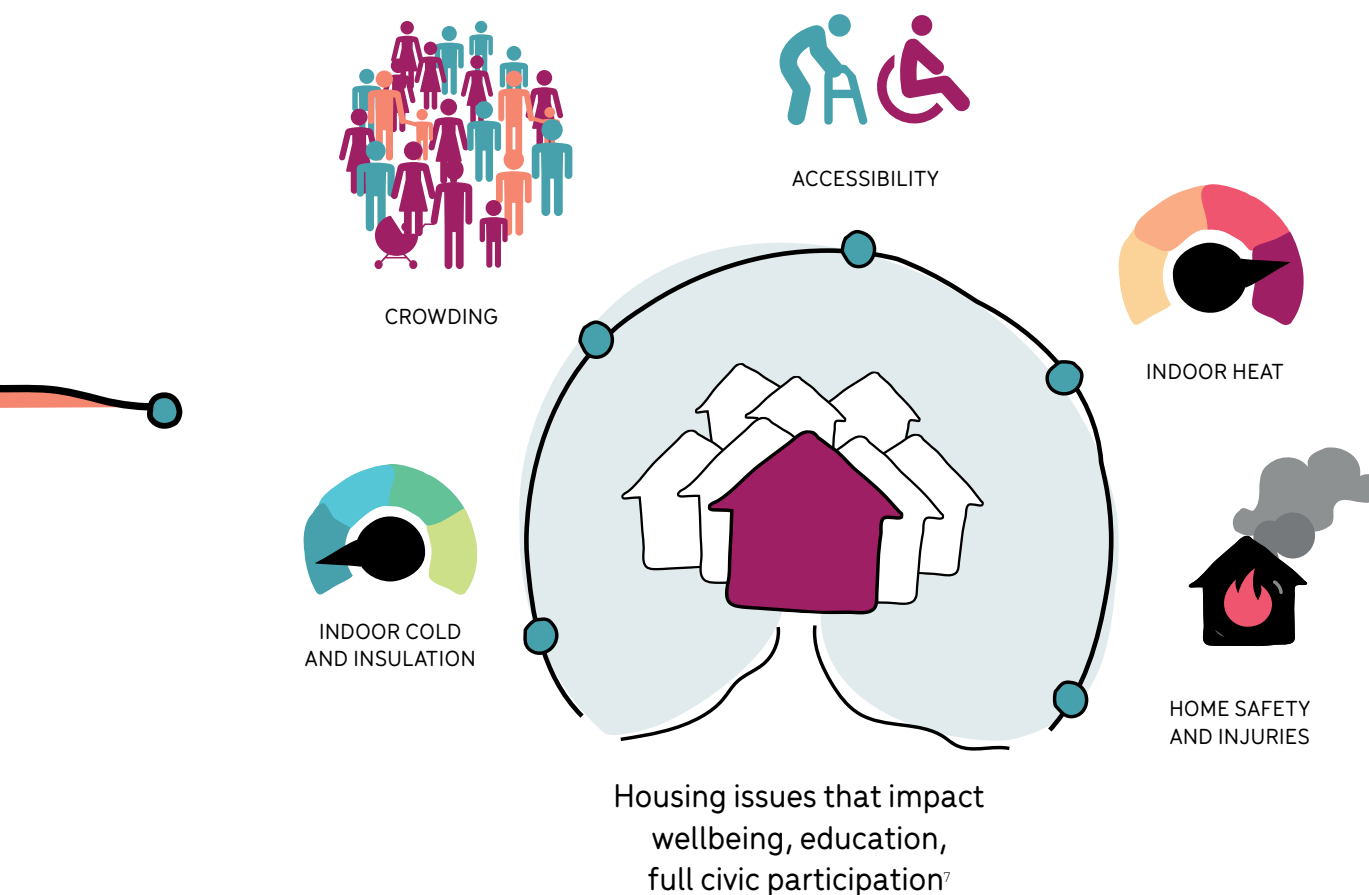
The World Health Organisation Health and Housing Guidelines show the primacy of good housing in preventing disease, reducing crime, reducing poverty and increasing education along with quality of life<sup>6</sup>.

The impact of substandard housing and lack of adequate housing is linked to a range of issues present in Newman, including the rates of indigenous incarceration, falling school attendance and achievement, disease and other health issues and rising inequality.

<sup>4</sup> Public Health Information Development Unit (PHIDU), "Social Health Atlas of Australia, Western Australia" (Adelaide: Torrens University Australia, 2019)

<sup>5</sup> Social Ventures Australia, "Investing in Very Remote Aboriginal Communities: A Cost Benefit Analysis," 2018

<sup>6</sup> World Health Organization, "WHO Housing and Health Guidelines" (Switzerland, 2018)



## ACCESS TO HEALTH CARE AND SPECIALIST SERVICES

While health data for Newman is hard to access, Pilbara-wide data from the WA Country Health Service shows that maternal health, chronic disease (i.e. diabetes and cardiovascular disease), mental health and alcohol and drug related diseases continue to be prominent areas of concern. Across the Pilbara, 56% of Aboriginal women reported smoking during pregnancy, in comparison to 10% of non-Aboriginal women. In 2013, the proportion of births to Aboriginal teenage women in the Pilbara was 21%<sup>8</sup>.

Feedback from Newman's East Pilbara Interagency Group meeting in April 2019, suggested that presentations of Foetal Alcohol Spectrum Disorder and sexual health conditions such as syphilis were spiking in Newman.

Members of the Newman community also suggested that limited access to health care, in particular specialist medical services, remained a key barrier to staying in town long-term. The requirement to leave town for maternity care, for instance, is considered a barrier particularly for young families.

The ability for Newman to meet an increased health demand as more Martu people move into town from remote communities, and to service a population with a high proportion of young families who may have specialist medical needs, therefore becomes a critical consideration for the future of the local economy.

<sup>7</sup> World Health Organization, xvii.

<sup>8</sup> WA Country Health Service Planning and Evaluation Unit, "Pilbara Health Profile," 2018





## TRANSITIONS FROM EDUCATION TO TRAINING AND WORK

With the changing nature of work, effective education and training becomes critical to ensuring people of all ages are well-equipped for the future workforce.

It has been well established that there are causal links between systemic neglect, socioeconomic disadvantage, geographic isolation and low of educational achievement. In Newman, these factors impact the educational achievement of Indigenous and other students. This is seen in the comparatively low levels of individuals achieving the education equivalent of Year 12 or above in the Aboriginal (41.1%) and general population in Newman (57.3%) compared to Western Australia (62.3%).

In addition, over the last 10 years Australian policy has prioritised the roles and responsibilities of parents and schools to improve student attendance. Key examples of this are the Improving School Enrolment and Attendance through Welfare Reform Measure (SEAM)<sup>9</sup>, introduced in 2009, and standardised testing such as the National

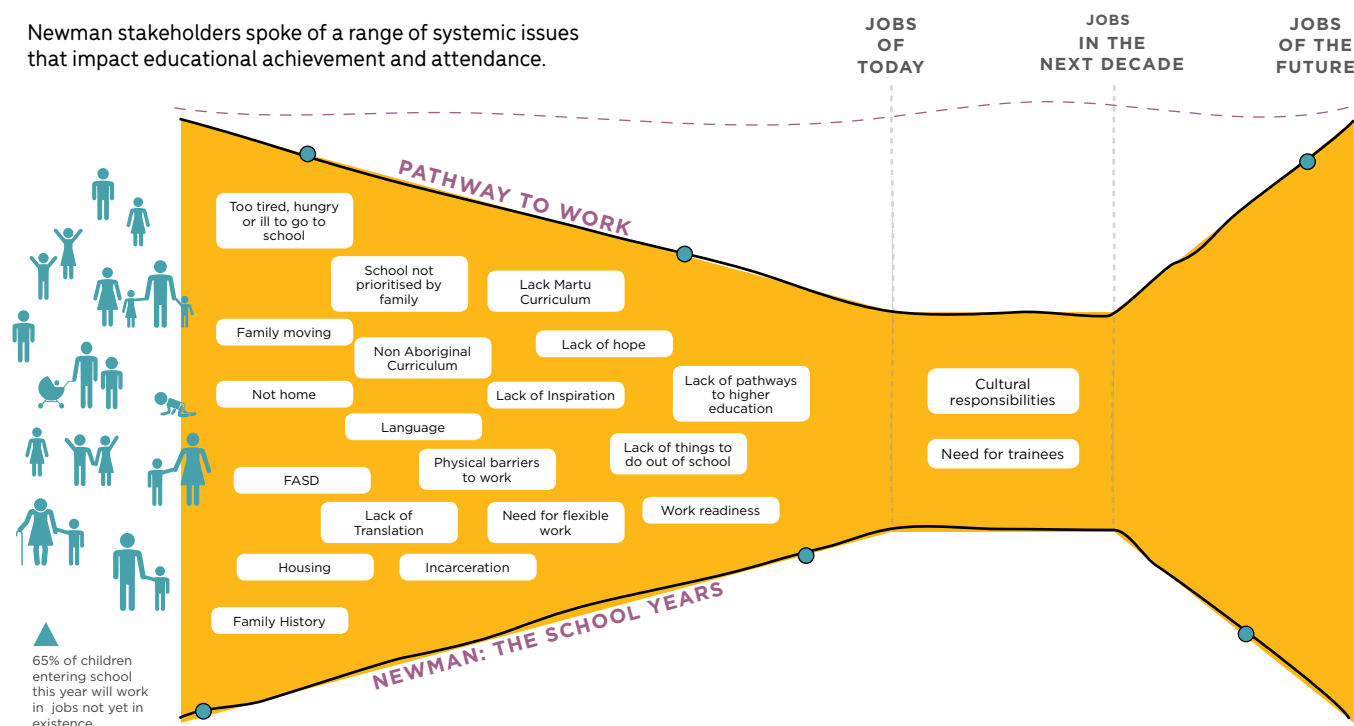
Assessment Program – Literacy and Numeracy, or NAPLAN.

In spite of these approaches, Aboriginal education outcomes in Newman continue to be held back by poorer attendance and low student retention rates, with only 11% of Aboriginal students attending Newman Senior High School 90% or more of the time<sup>10</sup>. Numeracy and literacy outcomes for Aboriginal students sit well below that of other groups.

Stakeholders have identified the need to strengthen transitions in Newman between primary and secondary school and secondary and tertiary education.

Teachers have identified that students of all levels and backgrounds in Newman would benefit from understanding of the diversity of employment and education options available in order to develop more wide-ranging career aspirations.

Newman stakeholders spoke of a range of systemic issues that impact educational achievement and attendance.



<sup>9</sup> Department of the Prime Minister and Cabinet. "Improving School Enrolment and Attendance through Welfare Reform Measure (SEAM) Trial," 2014

<sup>10</sup> Australian Curriculum Assessment and Reporting Authority, "Newman Senior High School, Newman, WA," accessed October 9, 2019



## ATTRACTION AND RETENTION OF STAFF

The attraction and retention of quality staff is a widespread issue for many regional and remote towns across Australia. In the Pilbara more specifically, there are several unique conditions that impact the region's sustainability and liveability which has an effect on drawing people to the region. The challenges of living and working in the Pilbara include:

- The cost of living
- The highly transient nature of communities
- Long travel distances
- Gaps in service delivery<sup>11</sup>

In other regions surveyed, 'technical skill requirements of the job' is generally the most common reason that employers have difficulty recruiting. In the resource sector more specifically, having access to workers who are adequately skilled for the positions is increasingly becoming a focus as changes in technology and innovation advance.

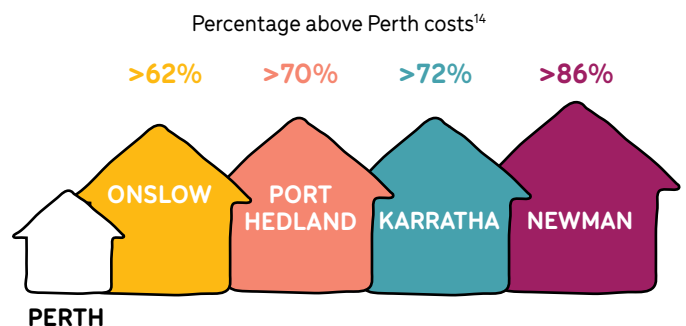
Feedback from the Newman Futures engagement process highlighted that the attraction and retention of quality and appropriately skilled staff was a key barrier across all sectors and industries. In particular, it is difficult to attract staff with more specific skills (such as teachers for specialised subjects). It was suggested that a strategic approach is required to promote roles, employers and to highlight the benefits of living in the Pilbara.



## HIGH COST OF LIVING AND DOING BUSINESS

In 2011, the gap between the consumer price indexes in the Pilbara and metropolitan Perth was much greater than it is today. Nevertheless, the absolute level of costs in the Pilbara (particularly transport, construction, accommodation and wages) remains high, and will continue to be so over the medium term<sup>12</sup>. Cost multipliers indicate that the cost of some goods and services in Pilbara regional centres are now on par with Perth but the Pilbara remains more expensive overall and there is evidence that these costs are on the rise<sup>13</sup>.

Compared with Perth, operating a business of a similar type in any of the major Pilbara towns is very high, as shown below:



<sup>11</sup> Peter Kenyon and Maria D'Souza, "Ten Year Community Plan for the Non-Government Organisations Sector in the Pilbara," 2016, 7-13

<sup>12</sup> Regional Development Australia (RDA) Pilbara, 5

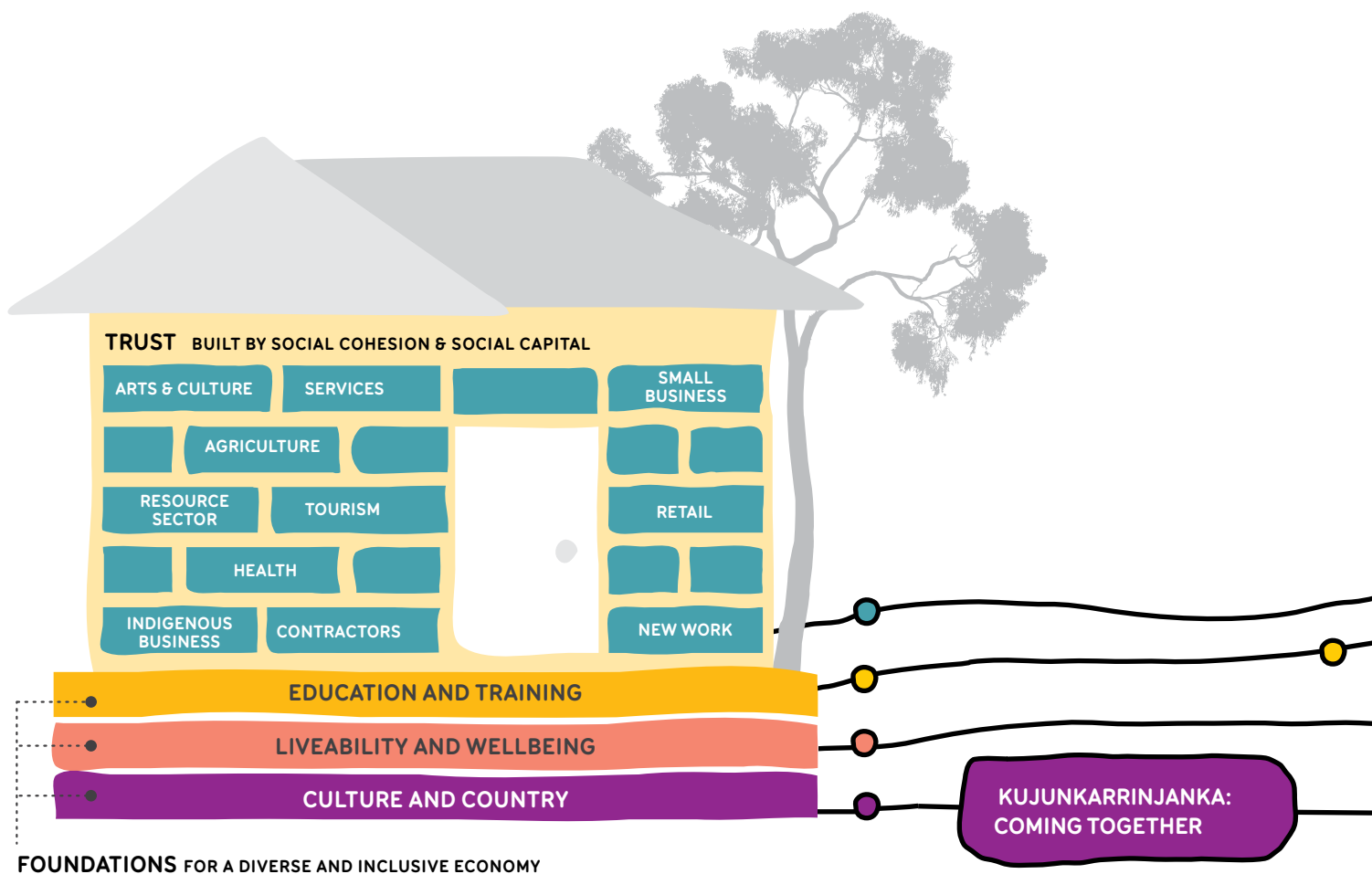
<sup>13</sup> Regional Development Australia (RDA) Pilbara, 5.

<sup>14</sup> Regional Development Australia (RDA) Pilbara, 6.

# WALKING FORWARD

The Newman community has embraced the need for new pathways to build the foundations for a more secure economy.

The resolve to address the failures of past and issues of today is strong and stakeholders have a vision for a more inclusive and sustainable future for Newman and surrounding remote communities.



The delivery of this plan will require the input of many and will be underpinned by the already strong collaboration taking place in Newman through the: District Leadership Group; the Newman Interagency Group; the Youth Interagency Network and other local groups. Along with the efforts of the many local entities including Karlka Niyiparli Aboriginal Corporation, Western Desert Land's Aboriginal Corporation, Kanyirninpa Jukurrpa, Martumilli, Puntukurnu Aboriginal Medical Service, Newman Chamber of Commerce, The Shire of East Pilbara, local schools, community groups, government service agencies, other not for profits and local businesses.



## VISION

## A diverse and sustainable economy that is inclusive to all

MARTU TRANSLATION: *Kujungka la nyaku yungunpa laltuku economyla ulu la karnyilku*

## GUIDING PRINCIPLES

**MUTUAL RESPECT**

We recognise all knowledge, culture and societies as legitimate and believe engagement between all contributors is built on shared understanding and respect.

**SUBSTANTIVE EQUITY**

We acknowledge that to achieve equitable outcomes and equal opportunity, it is sometimes necessary to provide greater support to some individuals and groups.

**OPENNESS**

We ensure there is always open communication and collaboration between agencies and we set our own individual priorities aside for the betterment of positive Newman outcomes.

**BUILD LOCAL CAPACITY**

We invest in our strong local leaders to achieve positive outcomes and by building the capacity and providing opportunities for advancement.

**A COMMON PHILOSOPHY**

Any activity we undertake is congruent with our longer-term aims and we work to achieve alignment of strategy between key stakeholders and partners. We are working together to capture a collective philosophy and approach to contribute to inclusive and productive futures.

NEWMAN IS A REGIONAL HUB  
SUPPORTING GROWTH IN RURAL  
AND REMOTE COMMUNITIES

PEOPLE ARE EQUIPPED  
TO PARTICIPATE IN THE  
EMERGING ECONOMY

SOLID FOUNDATIONS FOR  
COMMUNITY AND  
ECONOMIC PARTICIPATION

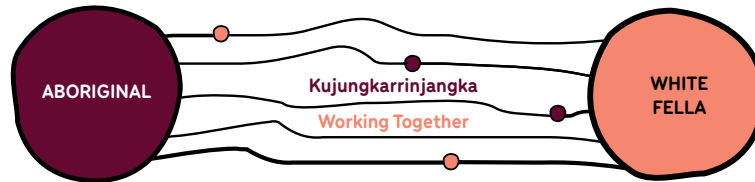


# CULTURE AND COUNTRY

## GOAL

Kujunkarrinjanka – Cultures working together for a better common future

**MARTU TRANSLATION:** Kujunkarrinjanka - laltu kujupa kujupa kujungka palyarryiku yunungpa



## OBJECTIVES

## STRATEGIES

There is cultural recognition and responsiveness by all business, agencies and civil society in Newman and the remote communities

Encourage local business, services and institutions to commit to and invest in culturally responsive approaches

Martu and Niyaparli health and wellbeing indicators are improved

Increase access to transport, services and facilities

Strong Niyaparli/Martu involvement in Newman and remote communities decision-making

Build Martu presence in governance structures

"Still today we are passing on the jukurrpa."

Derrick Butt, Martu Leadership Group (Jukurrpa – technology and knowledge)



## ACTIONS

Co-design a Nyiyaparli/Martu cultural compact with Traditional Owners and community leaders and socialise among all organisations in Newman

Develop and deliver town-wide cultural awareness programming focused on businesses, visitors and community

Produce and distribute Kujunkarrinjanka video

Initiate ongoing youth engagement activities to build awareness of culture and country

Work with sectors to sign up to Cultural Compact

Continue to build cultural responsiveness in partnerships between Nyiyaparli/Martu, Government (Police, Justice System) and others to develop culturally secure approaches to policing, Police, banking).

Provide access to wifi and video conferencing in remote communities for transactions, health consultations and Department of Justice engagement

Secure funding and roll out a 12 month action research pilot on Remote Community Transport

Implement Martu Diversionary Program

Telethon Kids Institute 1000 Families Project

Provide subsidy of fresh food supplies in remote communities to improve nutrition

Produce youth voices video

Roll-out Newman YouthFutures Hackathon

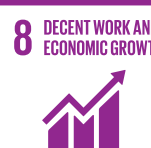
Offer a tailored early childhood education and parental support program for Nyiyaparli/Martu in Newman

Establish a Culture and Country Working Party to have oversight of relevant Newman Futures workstream

Support Nyiyaparli/Martu leadership programming for young and emerging leaders

Support Nyiyaparli/Martu governance capacity building for young and emerging leaders

## LINK TO THE SUSTAINABLE DEVELOPMENT GOALS:





# LIVEABILITY AND WELLBEING

GOAL

Solid foundations for community and economic participation

MARTU TRANSLATION: *Nuntirpa ngurra kamu punutu kamu economy la ngarpilyiku*

OBJECTIVES	STRATEGIES
There is access to quality public spaces and accommodation in Newman and in remote communities	Work with State, regional and local partners to progress a coordinated approach to the range of East Pilbara accommodation
Improved provision of health and support services	Provide essential health infrastructure in Newman
	Collectively work with relevant agencies to improve health and wellbeing outcomes across demographic groups
An attractive and safe public realm in Newman	Implement a public safety strategy

"We want need partnerships with the Newman community so people can learn about our culture and so we can ensure we have access to housing, education and employment. This will keep our people strong, and when our children see the older people strong they will follow them." Annabel Landy



## ACTIONS

Progress precinct planning in Newman, town centre, East Newman, including scoping and engagement to develop place principles

Deliver reinvestment in housing in remote communities

Develop plan for provision of emergency and short-stay accommodation

Co-design new culturally sensitive housing and accommodation solutions with Martu and Niyaparli

Pilot Aboriginal Males Healing Centre facility

Deliver new Newman Hospital

Develop East Pilbara Health and Wellbeing Strategy including exploration of technology solutions for collective case management

Initiate a case management approach for at-risk families (high rates of police callouts, property damage, lack of safety for women and children)

Deliver an early childhood education and parental support program for Niyaparli/Martu in Newman

Redesign service provision with Martu and Niyaparli to be culturally appropriate

Roll-out CCTV project

Roll-out East Pilbara planning and improvement program

Pilot Martu/Niyaparli security patrol program

Develop a 'safer Newman' campaign (e.g. clean-up days, Neighbourhood Watch)

## LINK TO THE SUSTAINABLE DEVELOPMENT GOALS:

**3** GOOD HEALTH AND WELL-BEING



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



# EDUCATION AND TRAINING

## GOAL

People of all ages and demographics are equipped to participate in the emerging economy

**MARTU TRANSLATION:** *Laltuku nga economy parkaninpa jumarryiku*

### OBJECTIVES

### STRATEGIES

Students are work-ready for the existing and emerging economy

Support schools in implementation of curriculum relevant to Industry 4.0

Host events and disseminate information on the future of work

Improve education transitions from primary to high school

All students are supported to enable attendance and achievement

Enable support networks for schools

The existing workforce is work-ready for the emerging economy

Provide or support training and upskilling opportunities that are mapped to skills and work of the future

Students are connected to their communities and to the unique Aboriginal heritage of Newman

Provide a cultural curriculum for Aboriginal and non-Aboriginal children



"Language is really important for us because the community has lost its language. When the language is strong, people will be strong"

Lindsay Robertson

## ACTIONS

Develop an Industry 4.0 curriculum strategy and approach

Initiate Pilbara Education Partnership Industry 4.0 funding for projects

Partner with leading STEM school, Cecil Andrews College and industry

Establish a Newman tech network to connect and coordinate teachers, business and tech enthusiasts in Newman who have tech knowledge and kit to share and support tech knowledge

Deliver a Firetech workshop

Commence partnership between NSHS and Dassault

NSHS students to attend Resources Technology Showcase in Perth, November 2019

Provide school-based trainee programs in Cert II in Automotive Electrical Technology, Cert II in Automotive Servicing Technology, Cert II in Information, Digital Media and Technology and Cert III in Business

Support Cert III in Aviation (Drone Flight Training) as an option through NSHS

Explore how TAFE can be better utilised including through proposed 2020 program for disengaged youth

Hold the National Centre for Indigenous Excellence - Indigenous Digital Excellence Week 14 - 18 October

Initiate alternative learning space at youth centre during school hours

Host events with young people that build skills and knowledge related to the future of work

Initiate Newman Futures education and training working party

Implement upskilling programs for jobs of the future with internal teams

Develop an approach to support school-based traineeships and better outcomes for trainees

Extend the Pilbara Web Girls event series to Newman (event series based on building skills and entrepreneurship in a diverse range of areas)

Provide teacher professional development opportunities via the Pilbara Collaboration Project model

Provide learning opportunities for teachers to support them in future-of-work curriculum, eg NCCI-led tours of Jimblebar

Co-develop a plan with the Martu parents and local schools to improve educational outcomes

Martu-led pilot program for on-country excursions for Martu, to be expanded to broader student body

Engage with Aboriginal youth via youth video to understand needs

Support schools in implementing the Department of Education Aboriginal Cultural Standards Framework

Investigate Marcia Langton's Welcome to Country resource being implemented in schools

## LINK TO THE SUSTAINABLE DEVELOPMENT GOALS:



# ECONOMY AND WORK

## GOAL

Newman is a regional hub supporting growth in rural and remote communities

**MARTU TRANSLATION:** Newmanpa townpa wirrilyi regional hubpa karnyininpa kamu jumarryiku nga wana rural kamu communities wirrilyi wana

OBJECTIVES	STRATEGIES
There is a clear roadmap to grow local and remote economies	Support the assessment, development and implementation of an economic roadmap for Newman and surrounding remote communities
Develop Newman as an East Pilbara service hub	Engage and implement Newman economic roadmap
The local economy is Industry 4.0 ready	Build knowledge, promote opportunities and excitement around Industry 4.0
	Local businesses are able to access support, expertise and investment
	Support the emerging Niyaparli/Martu economy and employment

"The Holcim company has been in the region since the early 1960s. Newman is a part of our future. We see the benefit and are committed to having roots into the community and having our workforce living and working in Newman"

Jason Smith

## ACTIONS

- Commission an economic development plan for Newman and surrounds
- Work with Landgate and other partners to improve availability of commercial land (developed or otherwise)
- Appoint an economic development manager at the Shire of East Pilbara
- Investment and coordination between employers to collectively advertise jobs in Newman
- Establish an economy and work working party to develop Newman as an East Pilbara service hub
- Convene quarterly forums with mid-sized and large companies to collectively tackle Industry 4.0 challenges and opportunities
- Encourage BHP and other large tier contractors to have a presence at Resources Technology Showcase, November 2019
- Convene a quarterly Newman Speaker Series to educate local businesses, contractors and organisations on technology opportunities
- Prepare NCCI action plan to support local businesses
- Implement a course for start-ups - 23 October 2019
- Activate The Edge
- Develop and include an innovation category in the NCCI business excellence awards
- Offer technology, literacy and education opportunities for small businesses, initially through engagement with Firetech
- Initiate a 2020 Launchpad Partnership with Meshpoints to train regional SMEs to pitch innovation ideas
- Convene meet the buyer sessions twice a year to improve supply chain opportunities and provide supply innovation updates
- Explore Entrepreneurs Business Adviser and other Federal and State support for local entrepreneurs
- Prepare a Nyiyaparli/Martu business growth plan (i.e. institutional support, partnership development, networking)
- Engage successful indigenous businesses to mentor industries on better engagement with Martu and Nyiyaparli people
- Explore ways to link and leverage Martu innovation through new technology
- Launch an Indigenous business incubator

## LINK TO THE SUSTAINABLE DEVELOPMENT GOALS:

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES

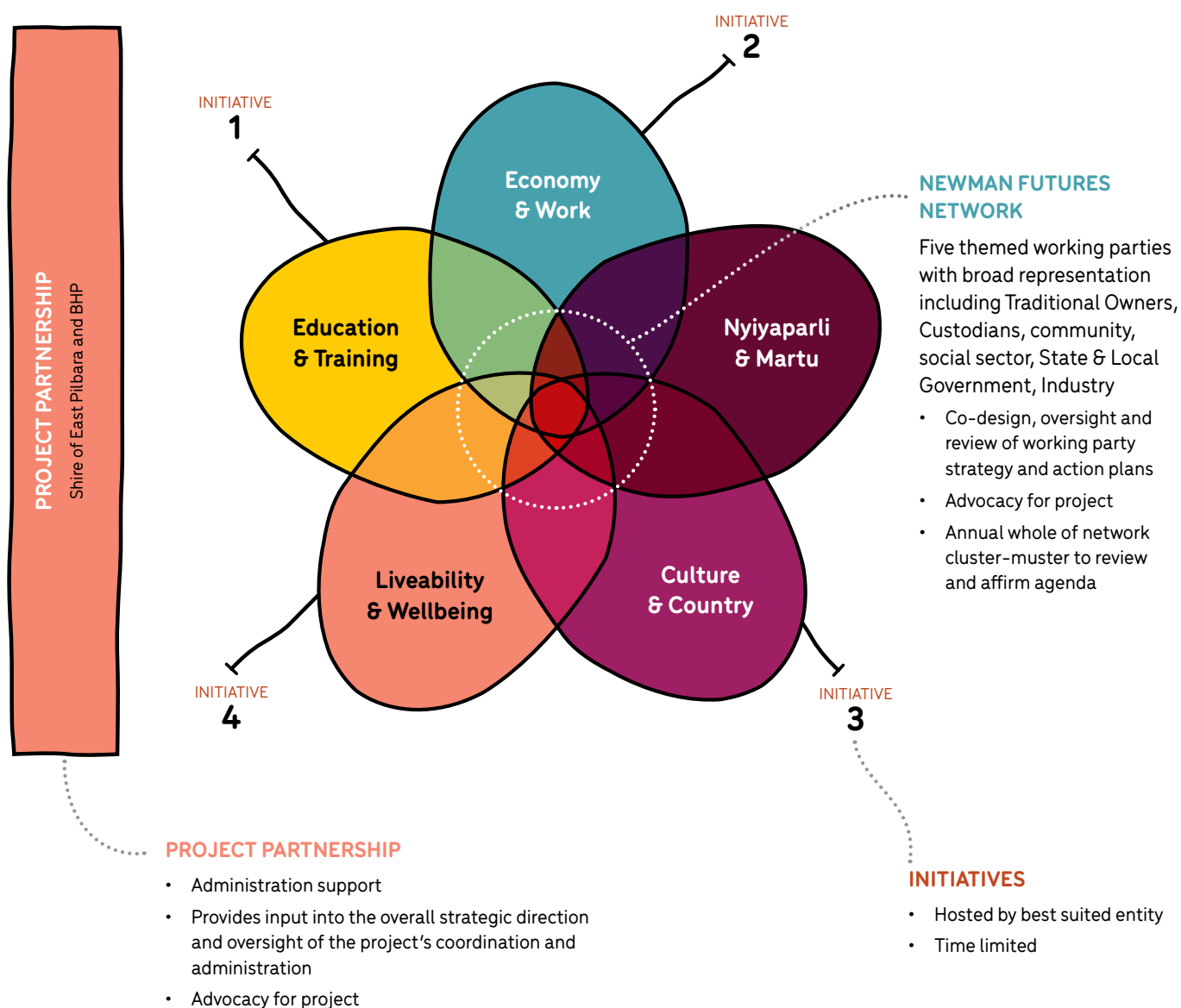


12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# GOVERNANCE

The Newman Futures Project will be jointly governed and overseen by the Nyiyaparli Traditional Owners, Martu Custodians, project funders, industry, government, local business, NGO's, other service providers and community representatives as shown in the diagram below.





# THANK YOU

Thanks to all those involved in the discussions,  
planning and co-design of Newman Futures

## TRADITIONAL OWNER / INDIGENOUS GROUPS

- Karlka Nyiyaparli
- Western Desert Lands Aboriginal Corporation (WDLAC)
- Kanyirninpa Jukurrpa (KJ)
- Puntukurnu Aboriginal Medical Service (PAMS)
- Martumili
- Aboriginal Males Healing Centre

## SERVICE PROVIDERS

- Newman Visitor Centre
- Newman Women's Shelter
- Newman Senior High School
- Newman Primary School
- South Newman Primary School
- North Regional TAFE
- Cecil Andrews College
- V Swans
- Graham (Polly) Farmer Foundation
- YMCA
- East Pilbara Independence Support (EPIS)
- Newman Youth Centre
- Newman Neighbourhood Centre
- Newman Day Care Centre
- Headspace
- Mission Australia
- Save the Children
- World Vision

## LOCAL BUSINESSES

- Newman Chamber of Commerce and Industry
- Subway Newman
- Rand Maintenance Services
- Newman Cleaning Resources
- AGP Property Solutions
- Parnawarri IGA
- Oreclean
- Northfleet Bus Contractors
- Ole Grandads Icecreams
- Froggy Services
- Wideglide Constructions
- Pirtek Newman
- Budget
- Seren Bedlam Photography
- East Pilbara Tyre Service
- Customer First Contracting
- Stockman Engineering
- St John Ambulance – Newman Subcentre

## INDUSTRY

- BHP
- Komatsu
- Calibre Group
- Monadelphous
- NEMS JV
- Austmine
- BGC
- Mader Group
- Meshpoints
- Southern Cross Electrical Engineering
- Wyndcorp
- Aherns
- HE Parts
- BHP C-RES
- MACA Mining
- Civmec

## GOVERNMENT

- Shire of East Pilbara
- Pilbara Development Commission
- Department of Education
- WA Country Health Service
- Population Health
- Department of Communities
- WA Police – Newman
- Department of Jobs, Tourism, Science and Innovation



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If you'd like to get involved please  
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Shire of **EAST**  
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