



KARRATHA
CLEANING

Indigenous ENABLER Program

*Breaking barriers to provide meaningful employment opportunities for local indigenous residents of greater Karratha
Djilba 2019*

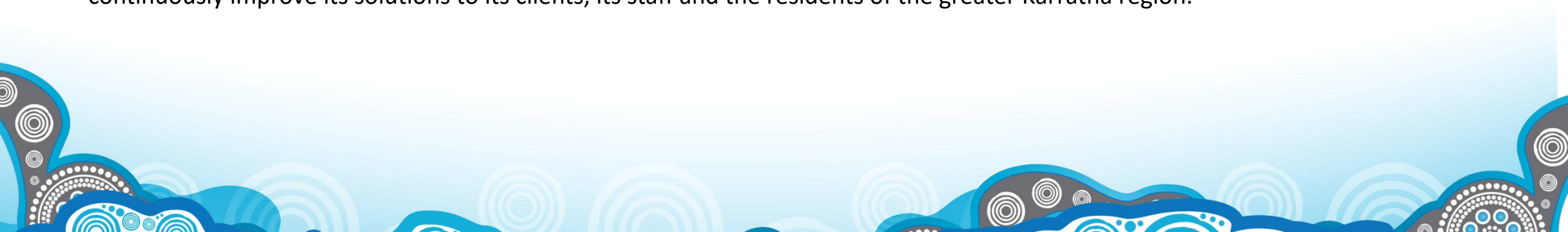


About Karratha Cleaning

Established in 2010 by Alistair Murchison and local resident Nick Morris, Karratha Cleaning “KC” was founded with the goal of establishing a professional service business that provides local employment opportunities and services its clients to the highest standards akin to those expected in the oil and gas and mining industry, a step change to that synonymous with the cleaning industry.

Since inception, KC has employed more than 300 Karratha residents with heritages ranging from local indigenous groups to international countries around the globe. During this time it has provided services to more than 100 clients through boom times and the quiet.

KC now specializes in industrial, commercial and government cleaning and provisioning services where it can plan, deliver and continuously improve its solutions to its clients, its staff and the residents of the greater Karratha region.





Our Visions for reconciliation

KC's vision for reconciliation with reference to its sphere of influence is where all Karratha residents, regardless of race or background have access to meaningful employment in and around the greater Karratha region.

A place where all organisations and communities celebrate and learn from each other's cultural heritages internationally, locally and specifically that of the Ngarluma and Yindjibarndi communities.



Our Values

Karratha Cleaning strives to be an employer of choice provide meaningful work for each and everyone of our team.

Karratha Cleaning prides itself on being a service provider and partner of choice for each of our clients, where going above and beyond is the norm.

To achieve this Karratha Cleaning expects the following behaviors from its management, staff and business partners;

- Can do attitude
- Respect, integrity and trust
- Continuous improvement and feedback
- Open and transparent communication
- Safety and environment commitments
- One team approach



With maturity comes space to focus on social responsibility

With 10 years successful trading history in 2020, KC has learnt through experience that doing business is not easy in the Pilbara. It understands that clear goals and objectives, sound ethics, great staff and an open and honest relationships with our clients, business and community partners are fundamental to running a successful business.

These same foundations underpin the aspirations and success of KC's Indigenous ENABLER Program.

As at September 2019 KC has recruited 5 local talents to the program with great success.

KC is immensely proud of this program and it features a high priority of KC's management's drivers in measuring the success of the business.





Our approach – Indigenous ENABLER program

KC has developed and continues to improve the Indigenous ENABLER program in collaboration with its key clients, business and community partners.

The Indigenous ENABLER program seeks to recruit local indigenous talent who have a great attitude but face one or more employment barriers prohibiting them from being accepted into a major VTEC programs or permanent employment.

Typical employment barriers KC assist in overcoming with its ENABLER recruits include; lack of employment history, inability to complete application forms, inability to complete site inductions, no or suspended driving license, insufficient driving experience, outstanding fines prohibiting employment, limited numeracy and literacy skills and qualifications etc.

Success for KC under this program is seeing a local indigenous person graduate from the ENABLER program and transition into a permanent role internally, with a participating client or commence a VTEC cadetship.





KC's 2nd group of Indigenous ENABLER employees with Nick in Karratha



Typical employment barriers to local indigenous talent

Common barriers to meaningful employment	ENABLER solutions to breaking barriers
Inability to complete application forms and client specific inductions	Dedicated assistance from Real Futures, KC, Toll & Yara with applications and inductions
No manual drivers license	KC will collect the talent in their new 5 seat automatic 4x4 ute
Insufficient driving experience	No additional requirements at KC, KC can provide driving experience.
Lack of employment history	No employment history required at KC. A great attitude is essential though.
Limited literacy and numeracy	Provide flexible employment while the talent studies at TAFE.



New recruits, creating the opportunity

"FMG are keen to offer me a VTEC position once I demonstrate I'm a reliable employee and get my drivers license."

"After my interview with Kylie at FMG, Nick gave me a call and then offer me a job at Karratha Cleaning."

"Haylee from Real Futures is helping me with the forms and inductions and I can't wait to start."

"The first week with KC has been great, I've already recommended my cousins to apply with KC."

*Cimmaron, Karratha Local &
KC Enabler Recruit, Djilba 2019z*





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Graduation, a success story

“Karratha Cleaning provided a safe, supportive and flexible place for me to work while studied at TAFE. Nick and Corina really seemed to care, were understanding of my culture and were stoked when I was accepted into FMG’s VTEC program.

Now I’m driving trucks on the Solomon mine.”

Josephine, Yamatji Woman

KC Enabler Graduate & FMG VTEC Recruit 2019





Satisfied Clients, what they have to say

"Congratulations on the success of the Indigenous ENABLER program. We at Toll are proud to have been involved with the sponsorship of this project in conjunction with our national supplier, Tradeflex. Toll have been more than satisfied with the levels of service and professionalism provided throughout this period. The Toll Dampier Supply Base are excited to have played a small part of Josephine's career journey and wish her every success within the VTEC program

The logo for TOLL, featuring the word "TOLL" in a bold, teal, italicized sans-serif font.

*Clint Cork,
Toll Regional Manager – Dampier, October 2019*





Satisfied Clients, what they have to say

“Good morning Alistair, just to let you know I’ve passed this on to Toll Head Office and they’re really happy with the feedback from site at how well you look after them, and obviously the success of your project. Great news, and they’ve passed it around the Toll leadership team and are grateful for all the hard work, as are we!”

Leonie Thornley, Tradelfex - May 2019
(upon receiving the news that Josephine graduated the KC ENABLER program and was accepted into FMG’s VTEC program)





Satisfied Clients, what they have to say

“Yara is happy for any involvement that empowers people with in our local indigenous community to reach their goals and improve their future prospects.”

Rob Scott,
Services Coordinator ,Maintenance, Production & Site
Operations – September 2019

(upon KC inviting Yara to participate in the ENABLER program, Note KC is working on including the Yara site to the program as at September 2019)





Business Partner, what they have to say

"We are the real difference for employers who want a strong and effective indigenous workforce. We are looking forward to collaborating and offering our Post Placement Support with Karratha Cleaning to source sustainable employment opportunities for Aboriginal and TSI people."

Haylee Bartlett,
Employment Development Specialist,
Pilbara WA, REAL FUTURES

(upon onboarding KC's first ENABLE recruit at Real Futures in Karratha, September 2019)





Community Partner, what they have to say

"Finding a meaningful opportunity for people to address their employment barriers is a barrier in itself."

"The Karratha Cleaning Enabler program provides the best chance for our applicants to address their barriers and maybe one day end up as a future Fortescue employee."

Kylie Gibson
Aboriginal Development Senior Coordinator
Fortescue Metals Group Ltd
September 2019



ENABLER partners



Talent Identification & next steps
following ENABLER graduation



Onboarding, unlocking the
administration, mentoring



Key supportive clients
providing the work site opportunity



Cultural Advisory



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KC Indigenous Communities Policy

OBJECTIVE

Karratha Cleaning acknowledges the cultures of the Indigenous peoples of Australia, especially those of the Ngarluma and Yindjibarndi communities – the traditional landowners of the Karratha area. We aim to strengthen the relationship between Karratha Cleaning and the Indigenous people of Australia.

PRINCIPLES

This objective will be achieved by:

- Educating staff members about the Indigenous history of the area, and in the corresponding cultural nuances.
- Creating avenues available to Indigenous people to seek employment with Karratha Cleaning, and ensuring that Indigenous people are free from discrimination.
- Creating dialogue between Karratha Cleaning and the Indigenous community in order to create opportunities benefitting all involved.
- Complying with relevant laws regarding Indigenous rights, heritage and cultural practices.

EXPECTATIONS

Karratha Cleaning expects all employees to adhere by the above principles and recognise their importance.

No Karratha Cleaning employee will exhibit any form of discrimination towards a member of the Indigenous community.





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Karratha Cleaning RAP version 0 Djilba 2019

This original artwork was produced for Karratha Cleaning by Yarawu woman Justine Kinney. The grey colour represents the steel and energy industries from which Karratha's economy is based upon.

The blue colours represent the ocean surrounding the Dampier peninsular where Karratha Cleaning's main sites are located and reflective of KC's founders love for the ocean. The concentric circles represent the transparency and communication within KC, its clients and community partners.