

**Key Participant Travel Bursaries for the Indigenous Aquaculture Forum  
2010**



National  
Aquaculture  
Council



**Australian Government**

**Fisheries Research and  
Development Corporation**

Project No. **2009/336**

**Indigenous Aquaculture Forum 2010 – *confidence, subsistence, enterprise***

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**OBJECTIVES:**

The key objectives for the forum are as follows:

- 1) Support ten key members of the indigenous aquaculture sector to participate in the DAFF funded Indigenous Aquaculture Forum;
- 2) Increase social capital and knowledge sharing amongst key members of the indigenous aquaculture sector; and
- 3) Provide input into relevant FRDC funded projects that are focused on indigenous participation in aquaculture.

## Non Technical Summary

### OUTCOMES ACHIEVED TO DATE

The biennial indigenous aquaculture forum is a valuable vehicle for the exchange of knowledge ideas, information and professional networks. The outcome of this project is that ten people, from all jurisdictions of Australia, were provided with the opportunity to participate in Australian's biennial aquaculture conference. The FRDC bursary was extremely valuable in removing financial barriers to attendance, especially those projects in remote communities or well advanced pilot or commercial pilot projects where resources are likely to be limited. Specifically this report contains recommendations on how to improve both the forum and bursary recruitment and support process. In addition, the report provides templates for recruiting and supporting any future indigenous bursaries. The beneficiaries of this report will be the governing bodies responsible for the implementing indigenous aquaculture enterprise development and collaboration initiatives.

The Indigenous Aquaculture forum was held on 26 May 2010 and brought together selected members of the indigenous aquaculture community to share knowledge and foster stronger linkages/networks within the sector. Recipients were provided the opportunity to engage and network with the broader aquaculture sector through their involvement in the following events:

- Aquaculture Gala dinner,
- FRDC Networking Breakfast;
- Australasian Aquaculture Conference 2010 program of events;
- bursary recipients buddy program, as required; and
- Equipment and services exhibition.

The bursary recipients were selected from those members of the indigenous community who are already involved in the operation of successful aquaculture operations. The final bursary recipients were selected by a four person panel made up of the forum coordinators, DAFF and FRDC representatives.

The forum was independently facilitated. The forum started with four presentations. Each speaker set the scene for Indigenous aquaculture and subsistence ventures. Following the presentations the facilitator will undertake a process to develop

- A better informed indigenous aquaculture sector
- Clear information and contact details to support action
- A trusted industry and government action support network

The post workshop survey generated a 60% response rate from the bursary recipients. The respondents indicated the following:

- 83.5% would recommend the forum to other people involved in indigenous aquaculture.
- 50% indicated that they received all or more what they expected from the forum workshop.
- 100% had discussed or shared information from the forum.
- 100% found the forum material assisted them share information
- 100% The forum had a high degree of influence in future investment decisions.

**KEYWORDS: Indigenous, Aquaculture, Forum, Bursary, Management.**

Title: Key Participant Travel Bursaries for the Indigenous Aquaculture Forum 2010

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- Department of Agriculture, Fisheries and Forestry; and
- the National Aquaculture Council.

In addition, the author would like to thank speakers for their insightful presentations, and to the forum's participants. A special thank you is extended to Tony Ibbott, Marine Solutions Pty Ltd for facilitating the forum and to Phil Ugle for his advice on the forum.

## 1. Background

Since 2004, the *Australasian Aquaculture* conference has hosted an indigenous aquaculture development forum. This forum is part of the process by which knowledge and information has been exchanged, transferred and managed by people involved in indigenous aquaculture development projects in the Australasian region.

As part of Department of Agriculture, Fisheries and Forestry's support of indigenous aquaculture development it sponsored the *2010 Australasian Aquaculture* conference forum. Key participants from each State jurisdiction were facilitated in attending through Fisheries Research and Development Corporation travel bursary funding, obtained by the National Aquaculture Council.

## 2. Need

The participation indigenous communities in the real market economy has ramifications for the social and cultural security of indigenous people. Aquaculture can, in specific settings, provide a genuine business or subsistence opportunity.

The *2010 Indigenous aquaculture Forum* ("forum") aimed to build on the *2008 Indigenous aquaculture workshop* held in Brisbane. These forums provide an opportunity for people an interest in driving mainstream, aquaculture enterprise development to share knowledge.

The 2010 forum aimed to generate the following:

- A better informed indigenous aquaculture sector;
- Clear information and contact details to support action; and
- A trusted industry and government support network

In order for the forum to achieve the above objectives, the offer travel and conference registration bursaries were offered to ten people driving mainstream, commercial indigenous aquaculture business ventures, as often they have limited resources available to participate in aquaculture conferences.

## 3. Objectives

The key objectives for the bursary are as follows:

- 1 Support ten key members of the indigenous aquaculture sector to participate in the Indigenous Aquaculture Forum;
- 2 Increase both the social capital and knowledge sharing amongst key members of the indigenous aquaculture sector; and
- 3 Provide input into relevant Fisheries Research and Development Corporation (FRDC) funded projects that are focused on indigenous participation in aquaculture.

## 4 Methods

### Bursar Application Process and Selection

The funding deed was signed in 31 March 2010, on the 12 April 2010 an open call, expression of interest (Appendix 3) was circulated to the following trusted industry and government networks for distribution through their respective communication databases:

- Participants at 2008 Indigenous Aquaculture Forum
- Indigenous Aquaculture Development Network website
- National Aquaculture Council
- Fisheries Research & Development Corporation (FRDC)
- Victorian Indigenous Seafood Council
- Aquaculture Council of Western Australia
- Department of Agriculture, Fisheries and Forestry (DAFF)

The above call was closed on the 23 April 2010. Due to tighter than expected project timeframes, this expression of interest was designed to be straight forward application to both complete and to assess (Appendix 3).

### Bursar Selection

The final bursary recipients were selected by a four person panel made up of the forum coordinators, DAFF and FRDC representatives. The bursary recipients were judge on the merits of their responses to the application questions; and the requirement of identifying a minimum of one recipient from each State jurisdiction (Appendix 3).

### Bursary Recipient Support

Recipients were provided with the opportunity to engage and network with the broader aquaculture sector through their involvement in the following events:

- Aquaculture Gala dinner,
- FRDC Networking Breakfast;
- Australasian Aquaculture Conference 2010 program of events;
- bursary recipients buddy program, as required; and
- Equipment and services exhibition. (Appendix 3)

### Forum Process

The forum was held on 26 May 2010 and was independently facilitated. Initially, the forum coordinators had investigated using a guest plenary speaker and an independent, indigenous facilitator; however, they were unable to secure an appropriate people, due to the tight timeframe and budget constraints.

The forum process was set by Marine Solutions Pty Ltd in consultation with four person panel made up of the forum coordinators, DAFF and FRDC representatives. This workshop process was adjusted to ensure that the forum's outputs fitted with the results of the pre-workshop survey (Appendix 7). This survey was circulated to the bursary recipients, the 2008 participants and the Indigenous Aquaculture Development network website.

The forum started with four presentations. Each presenter set the scene for Indigenous aquaculture and subsistence ventures. Following the presentations the facilitator undertook a series of small group workshops and plenary reporting (Appendix 4) to develop the following



- A better informed indigenous aquaculture sector
- Clear information and contact details to support action; and
- A trusted industry and government action support network.

## 5 Results and Discussion

The forum and the bursary funding enabled 32 people, including ten bursary recipients to participate in a facilitated dialogue on a range of indigenous specific aquaculture development issues. A list of participants is listed in Appendix No. 2.

All State and territories were represented at the forum (Table 2), which provided a good cross section of experience and knowledge in indigenous aquaculture business development.

### Bursary

A total of 13 bursary applications received. This number was lower than expected, and may be symptomatic of the tight timeframes and limited understanding established and trusted indigenous communication networks. At the forum informal advice was sought on which are most effective, indigenous, communication networks the responses were as follows:

**Table 1: Contact details for indigenous communication networks**

<b>Print Media</b>
1. Koori News PO Box 117 Lismore NSW 2480 Phone: (02) 6622 2666 Fax: (02) 6622 2600 Email: <a href="mailto:admin@koorimail.com">admin@koorimail.com</a> Web: <a href="http://www.koorimail.com">www.koorimail.com</a>
2. Indigenous Newlines Department of Families, Housing, Community Services and Indigenous Affairs PO Box 7576 Canberra Business Centre ACT 2610 Email: <a href="mailto:newlines@fahcsia.gov.au">newlines@fahcsia.gov.au</a>
<b>Audio &amp; Visual media</b>
3. Awaye! GPO Box 9994 Sydney 2001 Phone (02) 8333 1330 Fax (02) 8333 1306
4. Message Stick ABC Television GPO Box 9994 SYDNEY NSW 2001 Phone (02) 8333 4036 Fax (02) 8333 4019
5. SBS Living Black Website: <a href="http://news.sbs.com.au/livingblack/">news.sbs.com.au/livingblack/</a>
<b>Other</b>
6. Office of Registrar of Indigenous Corporations PO Box 2029 WODEN ACT 2606 Telephone 1800 622 431 Telephone: (02) 6219 7624 Facsimile: (02) 6281 2739 Email: <a href="mailto:info@oric.gov.au">info@oric.gov.au</a>

For any future bursaries, it would be useful to provide a minimum of 8 week cycle from first call to selection. Ideally, this process should be completed at least 1 month out from the conference.

The successful bursary recipients (Table 2) each received the following:

1. Full registration at the Australasian Aquaculture Conference 2010.
2. Ticket to the Gala Dinner
3. Accommodation at the Grand Chancellor Hotel
4. Airport to Hotel transfers
5. Economy airfare and transfer costs;
6. Offering and arranging a conference buddy for the less experienced conference delegates, if required.
7. Input into the outcomes of the forum.

Table 2: Details of the FRDC indigenous aquaculture bursary recipients.

First Name	Surname	State	First Name	Surname	State
Lance	Manton	NSW	Kenny	Bedford	QLD
Neil	Martin	VIC	Joel	Tessman	SA
Monique	Kelly	WA	Dianne	Mongta	NSW
Smith	Jim	NT	Anthony	Gray	WA
Philippa	Bauer	QLD	Richard	Clark	WA

The post workshop survey generated a 60% response rate from the bursary recipients. The respondents indicated the following (Table 3):

Table 3: Summary of the bursary recipient's responses to the post workshop survey

Response Percentage	Question
83.5%	Would recommend the forum to other people involved in indigenous aquaculture.
50%	Indicated that they received all or more what they expected from the forum workshop.
100%	Had discussed or shared information from the forum.
100%	Found the forum material assisted them share information
100%	Considered the forum had a high degree of influence in future investment decisions.

The respondents also made the following comments on the benefits of the bursary:

- The experience was more than I expected and the networks I gained will definitely assist me in advancing in my career.
- I found the networking to be the best aspect of the conference. Many of the presentations were interesting but not practical on the ground in the very near future or transferable to my region.
- Overall the conference was a huge eye opener and very well run.

On the basis of the above results, future event coordinators should explicitly set out mechanisms to improve the forum's ability to the participant's expectations. In addition, the recipients should form part of a longitudinal study of to examine the longer term benefits of the bursaries.

### Industry Representation

Two of the bursary recipients expressed an interest in being involved in creating indigenous aquaculture representation opportunities. This proposition, in the first instance, requires resources to ensure that the four key elements of sustainable change management are provided:

1. Clear Shared Vision
2. Capacity for change
3. Pressure for change; and
4. Detailed process.

*I found it interesting particularly with the indigenous section. The problem is how do we move forward and capitalise on all of the information. My goal would be to organise the indigenous aquaculture forum, possibly made up of people from all states, I see this as a priority.*

2010 Bursary Recipient

In 2008, the Department of Agriculture Food and Forestry scoped out a job description for such a facilitator (Appendix 8).

### The Forum

The forum was a mix of presentations and a workshop comprising of small group and plenary sessions (see Appendix 5 and 6 and for the workshop's agenda and proceedings, respectively) to achieve the following priorities identified by the bursary recipients and 2008 forum participants – in order of priority:

1. Industry Representation (see above)
2. A list of the indigenous aquaculture ventures and businesses
3. Fundamentals of success
4. New professional networks and relationships
  - Business Planning Process
  - What Research and Development is happening or planned
  - A contact list of people working in this area and what they do
  - Funding Sources for projects

The focus of the forum was to provide both the input and the outputs that would address the key priorities.

### Fundamentals of Success

To uncover the “fundamentals of success” the following presentations were made (See Appendix 5 for abstracts of the presentations).

- Maori in Aquaculture, by Francene Wineti, Aquaculture Development Advisor - Te Ohu Kaimoana
- Economy Of Scale; An Indigenous Lead Project To Build A 500 Tonne Eel Farm In Victoria, by Neil Martin, Framlingham Aboriginal Trust
- Using Aquaponics To Contribute To 'Bridging The Gap, Phillip Kerr, Victorian Indigenous Seafood Corporation; and
- Regional Indigenous Training and Employment Strategy for the Aquaculture Industry, by Dennis Ak-Kee, Jaragun P/L.

After the presentation the participants, in small groups, produced a list of key success factors for based on information presented to them and their own experience and knowledge. These factors are listed in Appendix 6.

### Other Priorities

The balance of the priority list was addressed by the participants as they discussed the key visions, actions and generated a map that profiled the current indigenous projects in Australia (Table 3 and Figure 1)

**Table 3: Comparison of the 2008 & 2010 Forum lists of shared visions and key actions.**

Visions 2010	Visions 2008	Key Actions 2010	Key Actions 2008
An indigenous lead Seafood Development Model – well resourced with viable outcomes, actions and built capacity	Networking and information sharing among stakeholders in the field.	Identify strong business opportunities - link with commercial partners - ensure community relevance - be flexible for case by case approaches  - build capacity	A network and working group needs to be created as soon as possible.
\$300 million of aquaculture turnover contributed by indigenous projects including joint venture partnerships	Development of Indigenous aquaculture projects.	Identify and list relevant government funding sources and potential private sector partnership categories for cash or in kind partnership support, to access at one point.	A consolidated effort will be made to conduct a stock take of the funding that has been provided to individual projects and to match this against what has and has not proved successful
A National Indigenous Aquaculture Federation.	Indigenous representation in aquaculture.	Develop active governance built on community level capacity - with engagement - stability and succession planning  - informed decision making.	
Indigenous representation linked to the national Aquaculture Council with a representative on the MAC Board.	Capacity building – technical and business skills development.		

The above themes are consistent with those of the 2008 Forum (Anon, 2009). Presently, there appears to be limited or no clear development and funding pathway for indigenous aquaculture development projects, either at the subsistence or enterprise level.

The observation is that the majority of the successful projects have a strong commercial partner and/or mentor that work with an indigenous community through a business development process. Regrettably, many of the projects, due to limited capital or asset base of indigenous communities, rely heavily on government grants. This approach places the projects at a commercial risk due to:

- scale and the scope of the public and private funding is not available over the whole business development cycle ie. ceases after pilot phase;
- the duration of the funding is typically a maximum of 3 years; and

- the lengthy time frames for decision making and finalising of funding agreements;

For the future indigenous fish farming development projects will require the following:

1. Clearly identified funding and development pathway.
2. Aquaculture specific industry development facilitation
3. Government funding or Public-private Partnership mechanisms to provide seed venture capital or loans for aquaculture ventures;
4. Indigenous representation on state and national aquaculture bodies.

It is note worthy, that due to a series of investments that did not result in a sustainable aquaculture business; *Indigenous Business Australia's* and *Indigenous Land Corporation* policy is to limit its exposure to the aquaculture business development.

In terms of the forum's process, the coordinators received some informal feedback from participants that the forum's process was rushed, not culturally appropriate. This result trade offs made due to the short time frames of both the forum's duration and the lead in time. Possible solutions to address these matters are outlined in the "Further Development" section (No. 7) of this report.

### Figure 1: Map of current Indigenous Aquaculture Projects

The following map and profiles was generated by the forum's participants.



The map and its details can be viewed at [http://maps.google.com.au/maps/ms?f=q&source=s\\_q&hl=en&geocode=&gl=au&ie=UTF8&hq=&hnear=45+Flying+Fish+Point+Rd,+Innisfail+Estate+Queensland+4860&msa=0&msid=102278278037348201212.000487dc6ba2411e6f3ab&ll=29.075375,140.405273&spn=18.76112,39.506836&t=h&z=5](http://maps.google.com.au/maps/ms?f=q&source=s_q&hl=en&geocode=&gl=au&ie=UTF8&hq=&hnear=45+Flying+Fish+Point+Rd,+Innisfail+Estate+Queensland+4860&msa=0&msid=102278278037348201212.000487dc6ba2411e6f3ab&ll=29.075375,140.405273&spn=18.76112,39.506836&t=h&z=5)

The workshop proceedings (see Appendix 5) and the maps (Appendix 9) were circulated to participants two weeks after forum to assist community based reporting and information exchange.

## 6. Benefits and adoption

The post workshop survey (Table 3) indicated the value of both the forum and the bursaries, especially in the area of network and knowledge sharing.

One indication of the above is the Google map of Indigenous Aquaculture projects (Appendix 9) has received 1014 views since being posted in mid June 2010. The majority of these views would have been as a result of referrals from the original 32 recipients, as the website address was private, as such, could not be viewed by search engine inquiries. It is noteworthy that over the same period the indigenous Aquaculture Development online social network received 81 site visits. On this basis, personal referrals and networks would appear to better than social networking websites, such as, ning or facebook, in circulating relevant information in the indigenous economic development area.

In addition to the above, the bursary recipient indicated the following actions were planned:

- I plan to approach the local Indigenous council about current aquaculture projects and other possible projects and/or businesses within the aquaculture industry.
- I was particularly interested in the outlets for our product once we start producing. Silver Perch, either in live trade or fresh frozen fillets.
- Becoming a member of Australasian Indigenous Aquaculture Network
- Discussions with other stakeholders re: feasibility studies
- I would like to do a certificate in aquaponics for indigenous people
- I hope to do presentations at local tafe on my experiences.

Overall, there is an opportunity to better tailor the forum program to meet bursary recipient's expectations, and undertake longitudinal evaluation of the social capital impacts of the bursary investments.

## 7. Further Development

Based on formal and informal feedback the following recommendations are made with respect to future indigenous aquaculture forums to improve the processes used. These are divided into four broad categories:

1. Bursary Process
2. Forum Process
3. Forum Sponsorship
4. Inter-forum network support

### Recommendation on the Bursary Process

- Whilst there was no constructive criticism or advice provided on the bursary process; it suggested that in future years, that the call for applications be at least 3 months from the conference date. This would enable "the call" to be circulated throughout the trusted networks listed in Table 1.
- The recipients could form part of a longitudinal study of to examine the longer term benefits of the bursary investments.

### Recommendations on the Forum's Process

- All future forums should be run over two days.
- The forum's decision making process should be culturally appropriate.
- At the Australasian Aquaculture conference 2012, the recipient State indigenous corporation should be invited and funded to coordinate and facilitate the forum. The events management could be tied into training outcomes of the staff employed or members of the indigenous corporation.

### Recommendations on the Forum's Sponsorship

- The forum would benefit from the sponsorship and the bursary agreements being settled 12 months prior to the forum.

### Recommendations on the Inter-forum support

- That funding should be made available for a minimum for three years to provide support for either a national representative body to facilitate indigenous aquaculture development or network facilitator (see Appendix 8 for a draft job description).

## 8. Planned Outcomes

The aim of the bursary recipients and forum was to enable the exchange information and knowledge

Support ten key members of the indigenous aquaculture sector to participate in the Department of Agriculture, Fisheries and Forestry (DAFF) funded Indigenous Aquaculture Forum;	Achieved
Increase social capital and knowledge sharing amongst key members of the indigenous aquaculture sector; and	Achieved, but requires ongoing support.
Provide input into relevant Fisheries Research and Development Corporation (FRDC) funded projects that are focused on indigenous participation in aquaculture.	Achieved, but requires ongoing support.

## 9. Conclusion

The biennial indigenous aquaculture forum is a valuable vehicle for the exchange of knowledge ideas, information and professional networks. The outcome of this project is that ten people, from all jurisdictions of Australia the opportunity to participate in Australian premier aquaculture conference.

The FRDC bursary is extremely valuable in removing financial barriers to attendance, especially those projects in remote communities or well advanced pilot or commercial pilot projects where resources are likely to be limited. This report provides templates for recruiting and supporting any future indigenous bursaries.

## 10. References

Anon (2009) Outcomes of the Indigenous Aquaculture Workshop 6 August 2008 – A discussion paper. Department of Agriculture, Fisheries and Forestry.

## **Appendix 1: Intellectual Property**

It has been identified that no new intellectual property was developed from the workshop.



## Appendix 2: List of Bursary Recipients and Forum Participants

Name	Organisation	Email
<b>Bursary Recipients</b>		
1. Philippa Bauer	Kailay Enterprises Ltd.	<a href="mailto:pbauer_kel@bigpond.com">pbauer_kel@bigpond.com</a>
2. Kenny Bedford (Darnley is)	Torres Strait Island Regional Council	<a href="mailto:kennybedford@hotmail.com">kennybedford@hotmail.com</a>
3. Neil Martin	Framlingham Aboriginal	<a href="mailto:nmartin@fram.org.au">nmartin@fram.org.au</a>
4. Dianne Mongta	Bodalla LALC	<a href="mailto:60dallalalc@bigpond.com">60dallalalc@bigpond.com</a>
5. Lance Manton	Bogal Aboriginal Land Council	<a href="mailto:bogalab@bigpond.com">bogalab@bigpond.com</a>
6. Anthony Gray	Indian Ocean Fresh AA	<a href="mailto:gray.23@bigpond.com">gray.23@bigpond.com</a>
7. Monique Kelly	Kimberley TAFE	<a href="mailto:monique.kelly@kimtafe.wa.edu.au">monique.kelly@kimtafe.wa.edu.au</a>
8. Jim Smith	Tiwi Enterprises	<a href="mailto:jimsmith@tiwienterprises.com">jimsmith@tiwienterprises.com</a>
9. Richard Clark	Ngalang Boodja Enterprises	<a href="mailto:r_clark30@hotmail">r_clark30@hotmail</a>
10. Joel Tessman	Australian Bight Abalone	<a href="mailto:Jasman@bigpond.com">Jasman@bigpond.com</a>
<b>FRDC Indigenous Scholarship Winner 2008</b>		
11. Phillip Ugle	NBE Collie	
<b>2010 Indigenous Aquaculture forum Participants</b>		
12. Wade Brandan	MPA Fish Farms	<a href="mailto:wb@marineproduce.com">wb@marineproduce.com</a>
13. Basil Tapuke	Te Ohn Kaimoana	<a href="mailto:basil.tapuke@teohn.maori.nz">basil.tapuke@teohn.maori.nz</a>
14. Chris Calogeras	C-Aid Consultants	<a href="mailto:calogeras@iinet.net.au">calogeras@iinet.net.au</a>
15. Michelle Gregg	Federal Hotel	<a href="mailto:mgregg29@gmail.com">mgregg29@gmail.com</a>
16. Ann Fleming	NT Government	<a href="mailto:Anne.Fleming@nt.gov.au">Anne.Fleming@nt.gov.au</a>
17. Phillip Kerr	Victoria Indig Seafood Corp.	<a href="mailto:Phillip.kerr@visc.org.au">Phillip.kerr@visc.org.au</a>
18. Graeme Bowley	Industry & Investment NSW	<a href="mailto:Graeme.bowley@industry.nsw.gov.au">Graeme.bowley@industry.nsw.gov.au</a>
19. Joe Coco	Tropical North Queensland TAFE	<a href="mailto:Joseph.coco@deta.qld.gov.au">Joseph.coco@deta.qld.gov.au</a>
20. Dennis Ah-Kee	Jaragun Pty Ltd	<a href="mailto:dennis@jaragun.com.au">dennis@jaragun.com.au</a>
21. Kylie Giles	FRDC	<a href="mailto:Kylie.giles@frdc.com.au">Kylie.giles@frdc.com.au</a>
22. Jane Lovell	TQA Australia	<a href="mailto:Jane.lovell@tqainc.com.au">Jane.lovell@tqainc.com.au</a>
23. Barry Hall	BHA Consultant	<a href="mailto:Barry.hall@bigpond.com">Barry.hall@bigpond.com</a>
24. Masahiro Ito	College of Micronesia	<a href="mailto:hirolto@mail.fm">hirolto@mail.fm</a>
25. Rebecca Heath	Dept Agriculture, Fisheries & Forestry	<a href="mailto:Rebecca.heath@daff.gov.au">Rebecca.heath@daff.gov.au</a>
26. John Mosby	Kailag Ent. Ltd.	<a href="mailto:jmosby.kal@bigpond.com">jmosby.kal@bigpond.com</a>
27. Marc Jeanneret		<a href="mailto:marc@holidaynorth.com.au">marc@holidaynorth.com.au</a>
28. Jo-Anne Ruscoe	FRDC	<a href="mailto:Jo-anne.ruscoe@frdc.com.au">Jo-anne.ruscoe@frdc.com.au</a>
29. Chris Battershill	AIMS	<a href="mailto:c.battershill@aims.gov.au">c.battershill@aims.gov.au</a>
30. Bob Cox	Tasmanian Investment Corp.	<a href="mailto:tic@pecserv.com.au">tic@pecserv.com.au</a>
31. Francene Wineti	Te Ohm Kaimoara NZ	<a href="mailto:Francene.wineti@teohy.maori.nz">Francene.wineti@teohy.maori.nz</a>
32. Dan Machin	Azure Consulting Group	<a href="mailto:dan@azureconsultinggroup.com.au">dan@azureconsultinggroup.com.au</a>

## **Appendix 3: Bursar Expression Of Interest, Selection and support documents.**

### ***Expression of interest: indigenous Aquaculture Bursaries - 2010 Australasian Aquaculture Conference and Indigenous Aquaculture Forum***

The National Aquaculture Council is pleased to offer 10 Bursaries for members of the Indigenous Aquaculture community to attend the **2010 Australasia Aquaculture conference on 23-26 May 2010 in Hobart, Tasmania and participate in the associated Indigenous Aquaculture Forum that will be held on 26 May 2010.**

**What do the bursaries cover?** The Bursaries will cover the costs of attendance at the conference and includes economy airfares to and from Hobart, accommodation in a suitable mid range motel/hotel in Hobart, registration for the conference and attendance at the conference dinner on the evening of Tuesday, 25 May 2010. The Bursaries will also cover participation in the Indigenous Aquaculture Forum on Wednesday, 26 May 2010. More information on the conference can be found at: <http://www.australian-aquacultureportal.com/austaqua/aa10.html>

#### **What do I need to do?**

Applications for the Bursaries are sought from people who have strong links to the Indigenous Aquaculture sector and are directly involved with the operation or development of indigenous aquaculture businesses, associated training providers and related government organisations. Applications are welcomed from people of both an indigenous and non-indigenous background that have direct links to this sector of the industry.

The Bursaries will be allocated to ten people who give the best answers to the following questions. Please limit your answers to 100 words or less.

1. What is the nature of your involvement with the indigenous aquaculture sector?
2. Why do you want to attend the conference and indigenous aquaculture forum?
3. What benefit do you think your participation in the conference and forum will have for your business and the wider seafood industry?
4. How will you pass on the knowledge that you will gain through the conference and forum to other members of your industry or community?

**The closing date for applications is Friday 23<sup>th</sup> April 2010.** The candidates will be selected by a panel of judges. Successful applicants will be notified by 1 May 2010.

**Background:** The Conference Bursaries are being jointly funded by the Fisheries Research and Development Corporation (FRDC) and the Australian Government Department of Agriculture, Fisheries and Forestry (DAFF). The Bursaries are intended to provide members of the indigenous aquaculture community with the opportunity to participate in the conference, expand their industry networks and to increase their knowledge of the key challenges and opportunities facing indigenous aquaculture operations through their participation in the Indigenous Aquaculture Forum.

**For further information** Please contact Mr Dan Machin at 0438 964 303.

**This is a fantastic opportunity – please take it!**

## ***Expression of Interest Evaluation form***

Each applicant was assessment out of ten on their responses to the following four questions:

1. What is the nature of your involvement with the indigenous aquaculture sector?
2. Why do you want to attend the conference and indigenous aquaculture forum?
3. What benefit do you think your participation in the conference and forum will have for your business and the wider seafood industry?
4. How will you pass on the knowledge that you will gain through the conference and forum to other members of your industry or community?

	<b>Last Name</b>	<b>First Name</b>	<b>State</b>	<b>Notes</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total</b>
1	Manton	Lance	NSW						0
2	Martin	Neil	VIC						0
3	Kelly	Monique	WA						0
4	Jim	Smith	NT	plus 1 or 2 directors					0
5	Bauer	Phillipa	QLD	plus John Mosby (Chair) & John Morris (Head Diver)					0
6	Bedford	Kenny	QLD	plus Les Pitt					0
7	Tessman	Joel	SA						0
8	Mongta	Dianne	NSW						0
9	Mason	Vivienne	NSW	plus 1 director					0
10	Coco	Joe	QLD						0
11	Gray	Anthony	WA						0
12	Clark	Richard	WA						0
13	Lovell	Jane	TAS						0

# ***Bursary Agreement***

## **FRDC/DAFF Indigenous Australian Aquaculture Conference Bursary**

**THIS AGREEMENT** is made on the 8<sup>th</sup> day of May 2010

### **IT IS AGREED AS FOLLOWS:**

That the National Aquaculture Council shall provide full conference registration to Australasian Aquaculture Conference 2010; a gala dinner ticket; accommodation for the period 23<sup>rd</sup> -26<sup>th</sup> May 2010; return economy airfare from the hometown to Hobart; and airport shuttle bus service in Hobart.

The bursary recipient shall be responsible for the following:

- Full day attendance at Indigenous Aquaculture Forum 26<sup>th</sup> May 2010.
- Attendance at the Australasian Aquaculture Conference 2010.
- Attendance at Gala Dinner evening of 25<sup>th</sup> May 2010;
- Responses to pre and post workshop evaluations;
- Informal meeting with Fisheries Research and Development Corp Board and Staff and the Dept of Agriculture, Forestry and Fisheries staff, and
- All incidental hotel costs.

### **Payments**

The National Aquaculture Council will reimburse airfare costs upon recipient of invoice; a copy of the itinerary and receipts and a signed agreement.

### **Repayment of bursary in the event of the recipient defaulting from the bursary agreement:**

The bursary must be repaid if the terms of this Agreement are not met, in particular a no show by the recipient.

### **Amendment**

Any amendment or alteration to this Agreement shall have effect only upon being made in writing and executed by all parties.

The following parties agree to bursary arrangements outlined in this agreement.

### **Signed on behalf of Bursary Recipient**

\_\_\_\_\_  
**Signed**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Name (Please print)**

\_\_\_\_\_  
**Position**

### **Signed on behalf of the National Aquaculture Council**

\_\_\_\_\_  
**Signed**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Name (Please print)**

\_\_\_\_\_  
**Position**

Any questions regarding this agreement should be directed in the first instance to Dan Machin, mobile 0438 964 303.

## ***Email 1 to the successful Bursary Applicants***

Congratulations. You have been selected as one of the Recipients of the Fisheries Research and Development Corporation (FRDC) and the Australian Government Department of Agriculture, Fisheries and Forestry (DAFF) conference bursaries.

### **Things to do**

#### Airfares

By the end of this week, please can you arrange your economy airfare? I will rebate you the money within 7 days once I have been presented with a copy of the transaction receipt and itinerary.

The following providers may be able to assist you <http://www.webjet.com.au/> or [www.flightcentre.com.au](http://www.flightcentre.com.au)

#### Photo portrait

Please can you forward to me an electronic portrait image of yourself? This will be used ensure that the sponsors and the other bursary holders can place a face to a name.

#### Contract

Please return the bursary agreement within 7 days. This agreement, which sets out the terms and conditions of the bursary, will be sent in the *next 5 days*.

### **Things to note**

#### Accommodation & Conference registration

We have arranged your accommodation and conference registration. These booking confirmations will be forwarded to you in the next week.

Any accommodation outside of the following dates 23-26 May 2010, or for a travelling partner, will be at your cost.

### **Things of interest**

#### Aquaculture Farm Tours

For your information - See page 5 of this document for details of Technical Tours of aquaculture farms and workshops being held on the conference week.

[http://www.australian-aquacultureportal.com/austaqua/pdf/AA2010\\_Rego2\\_WEB.pdf](http://www.australian-aquacultureportal.com/austaqua/pdf/AA2010_Rego2_WEB.pdf) .

Please note that registration of these will be at your cost.

If you have any queries please do not hesitate contact me

### **Unsuccessful Bursary Application E-mail**

Thank you for your recent application to the FRDC & DAFF indigenous Australasia Indigenous Travel Bursary. The decision-making process was a difficult one, with many worthwhile people vying for a limited amount of bursary dollars.

Unfortunately, you were not selected for funding at this time. It is our hope that you will be able to obtain financial support from other sources. We wish you success in your efforts and hope to see you both at the conference and the Indigenous aquaculture Forum.

## **Email 2 to the Bursary recipients**

In this e-mail I will cover the following:

### **Information**

1. Conference Registration
2. Conference Gala Dinner
3. Accommodation arrangements
4. Airport Shuttle in Hobart
5. Details of the other Bursary Winners

### **Things to do**

6. Bursary and Bursar Agreement
7. Request for your air flight Itinerary
8. Request for introductions or contacts you wish to meet.
9. Do you want buddy with experienced conference attendee?

### **Conference Registration**

Your conference registration has been paid for. Please read carefully the attachment "*Australasian Aquaculture Delegate Update*". This provides critical details on the conference bag pick up, conference program, special dietary requirements, etc.

#### Aquaculture Farm Technical Tours & workshops

For your information - See page 5 of this document for details of Technical Tours of aquaculture farms and workshops being held on the conference week.

[http://www.australian-aquacultureportal.com/austaqua/pdf/AA2010\\_Rego2\\_WEB.pdf](http://www.australian-aquacultureportal.com/austaqua/pdf/AA2010_Rego2_WEB.pdf) .

Please note that registration of these will be at your cost. If you require an extra nights accommodation to attend a technical please contact me.

### **Conference Gala Dinner**

On Tuesday night 25<sup>th</sup> May, we have booked a table for the Bursary winners at the conference Gala dinner. Dress code is lounge suit or cocktail dress, so bring your glad-rags. See attachment flyer for more details.

### **Accommodation arrangements**

Your accommodation is the conference venue, hotel grand chancellor, 1 Davey st, Hobart. The accommodation only has been booked and paid for. The hotel will be in contact with you directly regarding getting your credit card details to cover any incidentals costs eg. Phone, room service etc.

### **Airport Shuttle in Hobart**

We shall arrange and pay for the airport shuttle. **Please can you provide me your flight itinerary by Monday, 10<sup>th</sup> May 2010?**

### **Details of the other Bursary Winners**

The following people are the other bursary recipients.

<b>First Name</b>	<b>Surname</b>	<b>State</b>	<b>First Name</b>	<b>Surname</b>	<b>State</b>
Lance	Manton	NSW	Kenny	Bedford	QLD
Neil	Martin	VIC	Joel	Tessman	SA
Monique	Kelly	WA	Dianne	Mongta	NSW
Smith	Jim	NT	Anthony	Gray	WA
Phillipa	Bauer	QLD	Richard	Clark	WA

## Things to do

### **Bursary and Bursar Agreement**

Please can you review, sign and fax back to me the attached agreement by Tuesday 11<sup>th</sup> May 2010. Fax number is (08) 9244 2934.

### **Request for your air flight itinerary**

Please can you provide me your flight itinerary by Monday, 10<sup>th</sup> May 2010?

### **Photo portrait**

If you have not done so already, please can you forward to me an electronic portrait image of yourself? This will be used ensure that the sponsors and the other bursary holders can place a face to a name.

### **Request for introductions or contacts you wish to meet.**

Please can you provide me with details of people that you like to be introduced to or meet at the conference?

### **Do you want buddy up with an experienced conference attendee?**

Please let me know if you would like to be buddied up with an experienced conference attendee, for the first few days of the conference?

Any queries please do not hesitate to contact me

### **Post Forum follow up e-mail**

On behalf, of Dept of Agriculture, Fisheries and Forestry (DAFF), Fisheries Research & Development Corp (FRDC), I would like to thank so much for your participation in the Indigenous aquaculture forum.

In this e-mail, I will cover the following:

1. Three top priorities visions
2. Re-imburement
3. Post-Forum Survey

### **Top three priority visions**

Please find attached the (unedited) notes from the Indigenous Aquaculture Forum for your records and assist you with the reporting back to your communities.

The following were the top 3 priorities, based on the voting.

1. An indigenous lead Seafood Development Model – well resourced (23)  
with viable outcomes, actions and built capacity.
2. \$300 million of aquaculture turnover contributed by indigenous (17)  
projects including joint venture partnerships.
3. A National Indigenous Aquaculture Federation. (15)

I need two volunteers to participate in a working group to develop an action plan to get things moving?

### **Re-imburement**

Please forward me an invoice, copy of any relevant receipts and your bank details by Wednesday this week, so that I can process the payments on Thursday.

## Appendix 4: Forum Programme

10.40am	Keynote Presentations (20 minutes each)
10.40	Maori in Aquaculture
11.00	Economy of Scale – Vic Eel Farm
11.20	Using Aquaponics to Contribute to Bridging the Gap
11.40 -	Regional Indigenous Training & Employment Strategy for the Aquaculture Industry
12.00-12.20pm	Questions and discussion Workshop
12.20 – 1.40pm	Lunch
1.40pm	Project Success Stories Workshop
	Project success factors
2.45pm	What information do you need (or questions answered?) Workshop to progress your indigenous aquaculture ventures
3.20pm	Afternoon tea  (Relevant people to attend their wall charts to answer questions)
3.40pm	Information resource Panel related to wall chart information on Indigenous Ventures, Funding sources, & FRDC programs.  Replaced by our Vision for the Sector in Action in 2015 as though we have already achieved it.
4.45pm	Indigenous sector representation  Completing any information gaps  Replaced by Action Steps we need to make as a sector from 2010 in order to achieve our Vision for 2015
5.20pm	Priority aspects of our sector Vision, and Action Priorities
5.30pm	Thank you and close.

NB: Handouts as supplied were available with information on the following programs:

- The 2010 FRDC Indigenous Development Scholarship (provided by FRDC)
- The Community Networks and Capacity Building Program (provided by DAFF)



## **Appendix 5: Presentation abstracts**

### **MAORI IN AQUACULTURE - Mai tangaroa ki te ao whanui**

**Francene Wineti\***, Aquaculture Development Advisor - Te Ohu Kaimoana, [francene.wineti@teohu.maori.nz](mailto:francene.wineti@teohu.maori.nz), PO Box 3277, Wellington, New Zealand

**Raina Meha**, Aquaculture Development Advisor - Te Ohu Kaimoana

**Basil Tapuke**, Manager Aquaculture Development - Te Ohu Kaimoana

Maori play a significant role in New Zealand's aquaculture industry, both through iwi (Maori tribal) ownership of marine farms and through collective iwi ownership of New Zealand's largest fisheries conglomerate, Aotearoa Fisheries Limited (AFL) which produces approximately 20,000 tonnes of green weight mussels and 1.2 million dozen oysters through its various aquaculture ventures. Combined, both species generate revenue of NZD\$58 million per annum.

2004 saw the passage into law of the Maori Commercial Aquaculture Claims Settlement Act which provides a full and final settlement of Maori Treaty of Waitangi claims to commercial aquaculture from 1992 onwards. This Act will see significant aquaculture assets flow into Maori hands, including:

- a minimum of 20% (and maximum of 40%) of any new aquaculture space created; and
- the equivalent of 20% of the aquaculture space created between 1992 and 2004 to be provided, either by the government purchasing and transferring to Maori existing marine farms, or by providing monetary compensation commensurate with the value of 20% of that space

Whilst there are a number of implementation barriers to overcome, the settlement will provide an opportunity for Maori to play a significant role in coastal marine farming and become even more significant players in the aquaculture industry. Strengthening Maori success in aquaculture will require a focus on various factors including Maori:

- ensuring new aquaculture developments are based on sound business propositions
- gaining access to industry and commercial expertise
- having the expertise to successfully manoeuvre planning and other regulatory processes
- working collectively to maximise the benefits of the settlement assets
- balancing environmental concerns being with commercial development aspirations.

This paper presents an overview on how Maori have contributed to New Zealand's aquaculture industry to date and the challenges which face Maori during the implementation of the aquaculture settlement. It will outline the strategies being put in place to drive Maori aquaculture forward and posit where Maori aquaculture will be in 2025, the date at which aquaculture hopes to be a billion dollar export industry.

## **ECONOMY OF SCALE; AN INDIGENOUS LEAD PROJECT TO BUILD A 500 TONNE EEL FARM IN VICTORIA**

Neil Martin, Phillip Kerr, Lionel Harradine, Victorian Indigenous Seafood Corporation

The Traditional Connections of Southwest Victorian Aboriginal People to Kooyang (Freshwater eels) is well proven with evidence of eel ponds dating back over 8000 years.

The Framlingham Aboriginal Trust is one group within the Southwest Victorian region who has developed an interest in the commercial eel sector and has used economic development for several years as a tool to financial independence.

In 2008, VISC engaged with the Framlingham Aboriginal Trust surrounding the development of an eel farm on the organisations land.

What has resulted over the past 2 years is an Indigenous lead coordination of approximately 90% of the Commercial eel industry (intensive and extensive sectors) working on a partnership to develop a 500 tonne intensive eel farm to be built on Framlingham Aboriginal Trust owned land.

The development of this aquaculture farm will not only make Victoria a standout in Indigenous Aquaculture across Australia but place this sized facility as one of the top 5 Australian aquaculture facilities for intensive freshwater culture.

The project is in the stages of securing investors (as of Nov 09) and negotiating the development of a company with a board of directors capable of moving the project forward.

This presentation will focus on what activities have taken place to reach this point, what support mechanisms have been needed and how they were obtained, what hasn't worked and why economy of scale and industry partnerships have been instrumental in progressing a financially sustainable seafood businesses for Indigenous benefit.

## **USING AQUAPONICS TO CONTRIBUTE TO 'BRIDGING THE GAP'**

Phillip Kerr, Denis Rose, Neil Martin, Victorian Indigenous Seafood Corporation

After several years of research, the Victorian Indigenous Seafood Corporation has been able to design and construct an Aquaponics system specific to the needs of Indigenous communities.

The system designed is on target to produce 90 kilos of fish and 9000 plant products per annum using 150 watts of power, a water exchange of 50 litres per week and allows for the Indigenous group to grow culturally relevant fish and plant species specific to their region.

The VISC are currently negotiating with Government to construct 5 systems throughout Victoria with the following anticipated outcomes;

### Indigenous Health

- Providing fresh fish and plants for Indigenous community consumption.
- Providing an opportunity to alleviate the effects of surrounding mental health contributing factors.
- Dependent upon the project success, more systems may be developed for family groups or a larger system for the whole community
- Provides an opportunity for Indigenous communities to grow fish and plant species both nutritious and culturally appropriate.
- May be targeted to future Indigenous Youth or Justice Program's

### Building capacity

- Training of Indigenous people in fish and plant production for further employment within the community, the seafood and/or horticulture sectors.
- Employing 10 Indigenous people

### Economic Development

- Excess plants produced may be made available for sale.
- The VISC Aquaponics Feasibility may be implemented by a community group on a commercial scale.
- An efficient system suitable for the development of local hydroponic bushfood products
- A potential business that will fit in with Indigenous customs and culture

### Environmental benefits

- Caring for 'country' through the use of a water and energy efficient system for food production.
- Has the ability to be operated in very remote locations with solar power
- Achieving 2 products produced from 1 water source

## **REGIONAL INDIGENOUS TRAINING AND EMPLOYMENT STRATEGY FOR THE AQUACULTURE INDUSTRY**

Dennis Ak-Kee, Jaragun P/L

Jaragun P/L implemented the Indigenous Training and Employment in the Aquaculture Industry project, which was funded \$341 304 under the Australian Government's Innovation Fund. The project was designed to provide 21 Indigenous job seekers with accredited training to gain entry-level employment in the aquaculture/seafood industry.

Industry supported the project by making a commercial aquaculture farm available to deliver the training on-site and by providing employment opportunities for job seekers following training. The on-site delivery of training proved important to the project's employment outcomes by exposing the trainees to the realities of aquaculture farming. The 16 Indigenous people who completed the training each achieved a Certificate I in Seafood (Aquaculture), with the majority gaining employment in the industry.

The project provides a training model that could provide a new source of skilled labour for the industry. The project is looking to develop a Regional Indigenous Training and Employment Strategy for the Aquaculture/Seafood Industry.

Project stakeholders included Jaragun P/L, Tropical North Queensland TAFE, PEJO Enterprises, Job Services Australia providers, and the Queensland Government.

## Appendix 6: Proceedings of the workshop

### Identified Pre-workshop priorities – in order of priority

1. Industry Representation
2. A list of the aquaculture ventures and businesses
3. Fundamental of Success
4. New professional Networks and relationships
5. Business Planning Process
6. What Research and Development is happening or planned
7. A contact list of people working in this area and what they do
8. Funding Sources for projects

### The following additional information

- Strategies for engaging and empowering indigenous communities  
Workable solution to overcome issues with retention and long term sustainability  
Encouraging involvement and ownership
- I would like to know if there is any upcoming indigenous aquaculture in Western Australia
- Learning more on new technology available to the oyster & fishing industry
- Vision for Australian industry  
Overview of what is being done well and what needs to improve in current Australian and overseas industry
- Funding for Student labour
- Scholarships for aboriginal students
- business planning and ideas
- Information on State and federal project grants
- Information on other aquaculture forums and conferences
- I'd like to know what actual practical Indigenous participation and leadership is being provided at the top. We need, and I'd like to be able to take away, knowledge and belief that those wishing to see meaningful and realistic Indigenous aquaculture opportunities do actually recognise that there's not a one-stop shop nor one-dimensional process Those with experience are not included or if they are they do not have rank to make a difference. For example, FRDC as sponsors of the session recently appointed three or four new Directors but selection criteria did not include any Indigenous experience let alone participation, there's good industry and science on the FRDC Board and I daresay well intentioned people when it comes to Indigenous development but none have any real experience. For there to be meaningful Indigenous participation in aquaculture developments there needs to be grass roots support and projects developed and supported that do not become over-burdened with well meaning attributes and outcomes (employment, skills development, cultural protection, etc) ahead of a viable business being established. Canberrans and Parliamentarians are overly fond of pushing a too large an agenda and condemn projects to failure because of the too many goals due simply not recognising that a business must first have its business and success fundamentals right before being able to achieve the nobler goals.

### **FUNDAMENTAL SUCCESS FACTORS**

#### **Group 1**

- PEOPLE
- strong leadership/governance
  - indigenous mentors
  - acceptance of outsiders
  - networks (training, \$, extension)
  - training

PRODUCT - cultural significance  
- markets/return on investment  
- logistics

PASSION - vision  
- determination

FUNDING - external/multiple sources  
- self sufficiency  
- asset management (in kind)  
- sustainability reserves

MANAGING EXPECTATIONS - what the community wants  
- what are the drivers  
- personal expectations  
- business planning (and risks)

## **Group 2**

1. Indigenous lead (goals, process, outcomes)
2. Define success (economic, social, cultural, environmental)
3. Sufficient resources
4. Buy in/stakeholders
5. Capacity building (training, clear [pathways and succession planning])
6. Communication

**Group 3**      **(SUCCESS = Quadruple Bottom Line)**

1. Indigenous lead (goals, process, outcomes).
2. People/capability/professional development strategy.
3. Communication
  - Project
  - Community (trust, ownership)
  - Government
4. Business structures and instruments (agreements/NON).
5. Results with a Co-operative Focus.
6. Continuity/flexibility = Legacy/commitment.
7. Driver/social entrepreneur/passion.
8. Funding – right time/right source/arrangements.

**Group 4**

1. Clarity of Vision.
2. Sense of Ownership (looking after Country).
3. In the business of making \$, therefore job security.
4. Baseline work to select right sites.
5. Practical Partnerships.
6. Support community and community support individuals and the project.

**Group 5**

1. Collaboration.
2. Native Title
3. Communication.
4. Planning (goals, roles, strategies).
5. Good team work/governance.
6. Political negotiations/funding.
7. Education/employment.
8. Succession and development of people.

**WHAT INFORMATION (OR QUESTIONS DO YOU NEED ANSWERED) TO MOVE TO SUCCESSFUL SUSTAINABLE PROJECT OUTCOMES?**

- Definition of success.
- Sources of reliable, consistent, funding (private and public).
- What are the indigenous aquaculture priorities?
- Who are the trusted networks?
- Help as to how to manage/lead indigenous students to progress their career development.
- How do we operate within limited resources?
- How do we keep in contact and get together again in the future as a network?
- How/where can we get advice as to how to progress projects (eg Vic eels)?
- How can we harness the diversity among indigenous people to achieve common goals?
- How can we streamline approvals?
- How can we partner with other commercial operators?
- What are the potential benefits and how do we sell them?
- How to create a process that engages and builds community ownership.

**OUR VISION FOR INDIGENOUS AQUACULTURE IN ACTION by 2015**

<b><u>Rank</u></b>	<b><u>Vision Aspects</u></b>	<b><u>(f)</u></b>
1.	An indigenous lead Seafood Development Model – well resourced with viable outcomes, actions and built capacity.	(23)
2.	\$300 million of aquaculture turnover contributed by indigenous projects including joint venture partnerships.	(17)
3.	A National Indigenous Aquaculture Federation.	(15)
4.	Indigenous representation linked to the national Aquaculture Council with a representative on the MAC Board.	(11)
5.	100% expansion of existing and new indigenous aquaculture (farming native species, built capacity, and farm ownership).	(7)
6.	Meaningful employment of indigenous people.	(5)
6.	Capacity building as an integral part of project developments.	(5)
8.	Sustainability of our people and our environment through successful aquaculture.	(4)
8.	One source of funding information where all funding sources can be identified.	(4)
10.	Community based governance.	(3)
	• Indigenous sector is the most valuable supplier.	(2)
	• A professionally trained aquaculture supplier Venture Board.	(2)
	• Professional Associations and Networks.	(1)

- Front door service. (1)
- Strong legislation. (1)
- Co-ventures. (1)
- Aboriginal Australia. (1)
- Business/commercial Partners/Mentors
- Case studies that build other successes.
- Whole of Government involvement with leadership and accountability.
- Multi-funded employment.
- Community building/no racial/social divide



## **STRATEGIC ACTION STEPS TO ACHIEVE OUR VISION**

<b><u>Rank</u></b>	<b><u>Action Steps</u></b>	<b><u>(f)</u></b>
1.	Identify strong business opportunities - link with commercial partners - ensure community relevance - be flexible for case by case approaches - build capacity	(11)
2.	Develop active governance built on community level capacity - with engagement - stability and succession planning - informed decision making	(10)
3.	Identify and list relevant government funding sources and potential private sector partnership categories for cash or in kind partnership support, to access at one point	(7)
4.	Actively pursue prospective joint venture partners.	(6)
4.	Establish a National Indigenous Aquaculture working group, with funding of an executive secretariat.	(6)
4.	Potential projects pursue education, training and employment opportunities.	(6)
7.	Utilize the FRDC Indigenous Development Scholarship.	(4)
8.	Negotiate Indigenous representation on the NAC - representation on the NAC Board - include indigenous outcomes in the National Industry Strategy/Plans.	(3)
8.	Implement dedicated training processes, training and career building.	(3)
8.	Ensure majority ownership – plus science, marketing, branding, resource control and communications expertise.	(3)
11.	Implement Leadership Education (FRDC) - Mentor networks (outside industry) - nursery facilities (eg “angel investors”)	(2)
11.	Develop Indigenous Leadership Programs.	(2)
11.	Establish equality between people – exorcise racism.	(2)
•	Establish indigenous leaders in Canberra to influence policy.	(1)

## **STRATEGIC ACTION STEPS TO ACHIEVE OUR VISION (Cont'd)**

<b><u>Rank</u></b>	<b><u>Action Steps</u></b>	<b><u>(f)</u></b>
	<ul style="list-style-type: none"><li>• Ensure indigenous participation at executive levels of DAFF and FRDC etc and State Agencies.</li></ul>	(1)
	<ul style="list-style-type: none"><li>• Establish national – local representative bodies based on bio-regions.</li></ul>	(1)
	<ul style="list-style-type: none"><li>• Acknowledge existing rights and the right to self development.</li></ul>	(1)
	<ul style="list-style-type: none"><li>• Establish a one stop shop (or chaperone service) to help project people get through the processes faster (See priority 3 above)</li></ul>	(1)
	<ul style="list-style-type: none"><li>• Lobby.</li></ul>	
	<ul style="list-style-type: none"><li>• Provide true leadership – revamp the Australian Political system.</li></ul>	
	<ul style="list-style-type: none"><li>• Foster partnerships within and between parties, interests, boundaries etc.</li></ul>	
	<ul style="list-style-type: none"><li>• Actively engage with Industry Associations.</li></ul>	
	<ul style="list-style-type: none"><li>• Meet with NGO's, Stewardship Council and philanthropic organizations.</li></ul>	
	<ul style="list-style-type: none"><li>• Network members communicate through the database, Koori Mail, message stick etc.</li></ul>	
	<ul style="list-style-type: none"><li>• Ensure indigenous officers in policy and extension staff.</li></ul>	

**REVIEW OF PROGRESS ON 2008 FORUM (by those present in 2008)**

Little/No Progress (f)	Progress (f)	Key Themes and Strategies	2010 Priorities (f)
		Key themes became apparent throughout the discussions at the workshop. These key themes are not representative of any one group's discussion but have been drawn out of all of the discussion conducted at the workshop.	
2		The four key themes are as follows and are reflected in the strategies proposed below.	
		1. Capacity Building – technical and business skills development;	2
2		2. Networking and information sharing among stakeholders in the field;	3
2		3. Long term sustainability of projects; and	2
2		4. The potential for an Indigenous brand to be developed	1
1		<b>Strategy 1:</b> Encourage and facilitate the formation of joint business ventures and partnerships between Indigenous aquaculture projects and companies with successful aquaculture track-records.	
		<b>Possible Actions</b>	
3	5	1.1 Increase the networking and information sharing capacity of the industry through the creation of an Indigenous aquaculture network.	3
2		1.2 Identify the drivers of private sector investment in Indigenous aquaculture.	7
2		1.3 Create a database of interested private sector investors and Indigenous aquaculture projects that are in the planning stages.	
2		<b>Strategy 2:</b> Increase the uptake of available aquaculture and business management training opportunities.	2
		<b>Possible Actions</b>	
	4	2.1 Increase the promotion of existing educational opportunities through the Indigenous aquaculture network (also <b>Strategy 1</b> ).	2
	1	2.2 Design an Indigenous aquaculture scholarship bursary.	
		2.3 Partner with education and extension providers on the delivery of more flexible, culturally sensitive programs of study in the field of aquaculture that combine technical and business management skills.	2
5		<b>Strategy 3:</b> Improve the coordination and deliver of extension services in Indigenous aquaculture.	5
		<b>Possible Actions</b>	
1	1	3.1 Liaise with extension service providers to create a coordinated approach.	2
1		3.2 Create a central online hub or database for extension service providers to advertise their services to the Indigenous aquaculture network (also <b>Strategy 1</b> ).	2

**REVIEW OF PROGRESS ON 2008 FORUM (by those present in 2008)**

Little/No Progress (f)	Progress (f)	Key Themes and Strategies	2010 Priorities (f)
3		<p><b>Strategy 4:</b> Increase the resources available to Indigenous individuals, communities, groups and organisations that are interested in entering the aquaculture industry.</p>	2
	4	<p><b>Possible Actions</b></p> <p>4.1 Develop a business information resource kit that includes practical information to consider when assessing the viability of a business and discusses the advantages and disadvantages of entering into an aquaculture venture.</p>	2
4		<p><b>Strategy 5:</b> Increase the use of business planning and evaluation to improve the long term sustainability prospects of all Indigenous aquaculture projects.</p>	2
	3	<p><b>Possible Actions</b></p> <p>5.1 Develop a checklist of best practice planning techniques to be incorporated into Indigenous aquaculture ventures. The checklist should be modeled on past success stories and be circulated through the Indigenous aquaculture network (also <b>Strategy 1</b>).</p>	3
5		<p><b>Strategy 6:</b> Facilitate a process to create a unique Indigenous aquaculture brand name.</p> <p><b>Possible Actions</b></p> <p>6.1 Research the potential for the development of a unique Indigenous aquaculture brand name and how this type of brand name could increase the value and volume of sales of Indigenous aquaculture products across Australia and elsewhere.</p> <p>6.2 Research how this branding or certification scheme may be implemented.</p>	1

## Appendix 7:

### *Pre-forum Evaluation Form*

#### 2010 INDIGENOUS AQUACULTURE FORUM

#### NEEDS AND EXPECTATIONS SURVEY

The forum will aim to cater for the specific needs of each group. For you to get the most out of the day it is important that you complete and return this survey by 12 May 2010. Your co-operation is appreciated.

All responses are anonymous and will be grouped according to the workshop venues.

1. Please indicate in which State you will be attending the workshop:

SA	VIC	NSW	WA
NT	QLD	TAS	ACT

2. Please number from 1 (being the top priority) to 8 (being the lowest priority) the topics you want to learn about most.

	Rank		Rank
Funding sources for projects		New professional networks and relationships	
Fundamentals of success		Business planning process	
What Research & Development is happening or is planned		A contact list of people working in this area, and what they do	
Industry Representation		A list of the aquaculture ventures and location	

3. Please list the skills or knowledge you would like to gain and /or to be collected at the forum:

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THANK YOU

***Post forum evaluation form***

# Indigenous Post-Forum Survey

## 1. Introduction

Thank you for attending the 2010 Indigenous Aquaculture Forum. As promised in the forum we would like to follow up with you to see how things are progressing. The following questionnaire aims to help us determine what worked, what didn't and what extra information you require as a follow up.

This should only take about 10 minutes to complete. Thank you for your time.

### 1. Looking back and thinking about what you wanted from the forum, to what degree did you get the information you wanted from the workshop?

More information than what I expected

All the information I expected

Some of the information I expected

None of the information I expected

### \* 2. What actions have you implemented (or planned to implement in the next month) in respect to the topics covered in the forum?

### 3. Have you discussed or shared information from the workshop with family or friends?

Yes

No

## 2. Survey Continued - page 2 of 3

### 1. How helpful was the forum materials assisting you in share information with your family and friends?

1 (Not helpful)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 (Very helpful)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 2. Do you have any suggestions on how the forum could be improved to assist you share information?

## Indigenous Post-Forum Survey

**3. To what degree has the forum influenced whether or not you will invest in aquaculture?**

1 (Low influence)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 (High Influence)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4. How confident are you in implementing any actions as an outcome of the forum? Do you feel you have all the necessary decision tools, contacts and support? Is there anything else you need from us?**

  
 5  
 6

**5. We are seeking written comments from participants to use in evaluation and reporting documents and also possibly for promotion of future events. If you would like to contribute to this please add your comments about the workshop organisation, delivery, content and support.**

  
 5  
 6

**6. Would you recommend the forum to other people involved in indigenous aquaculture?**

Yes

No

**7. I provide permission for my contact details to be circulated to other forum participants?**

Yes

No

### 3. For FRDC & DAFF Bursary Recipients only

**1. Please can you let me know, about your broader conference experience? For example, benefits from participation in the networking events, presentations, and general goings on at the conference?**

  
 5  
 6



# Appendix 8: Indigenous Aquaculture Network Job Description

## Indigenous Aquaculture Network Facilitator

**Brief Job Description:** Facilitating the sharing of information and collaboration among stakeholders in the Indigenous aquaculture field via an online social networking website.

**Close Date: 12 months after the signing of the contracts?**

### Services Required

The successful consultant will facilitate discussion, interaction and collaboration between stakeholder members of the Australasian Indigenous Aquaculture Network – a social networking website that has been launched to increase the networking and information sharing potential of a significant industry sector.

### The successful consultant will:

- Spend five (5) hours a week on the project;
- Encourage open discussion among members of the websites social networks
- Ensure that a minimum of 50% of the networks members to have contributed content to the website;
- Ensure website content is accurate and current;
- Maintain a weekly blog or discussion on the website that incorporates concepts relevant to Indigenous aquaculture and invites and stimulates user participation;
- To have the network review and/or develop and new national indigenous aquaculture development strategy.
- Membership network to grow 100.
- Monitor and evaluate the usage and usefulness of the website in
- Formulate ideas for the improvement of the website and implement them;

### Project requirements are:

- Provide a quarterly report to DAFF on the rates of member usage of and participation in the website, the content of the site and an analysis of its usefulness for increasing the networking and information sharing capabilities of industry participants. .
- After 12 months of engagement with the website the facilitator will provide DAFF with an end of project type evaluation of the website and the role of the facilitator.

### The facilitator will have experience in:

- The field of aquaculture;
- Working with Indigenous communities;
- Previous discussion facilitation experience is desirable.

Payment for the facilitator services will be made in line with the achievement of milestones.

## Appendix 9: Map of Indigenous Aquaculture Enterprises

