



Wellington Street / Panorama Drive Road Upgrade: Stage 1

Indigenous Participation | Post-Completion Report



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Actual Results vs Proposed Target

Target Indigenous Participation

2.22%



Actual Indigenous Participation

8.64%

The Wellington Street / Panorama Drive Road Upgrade: Stage 1 project achieved an Indigenous employment result of 8.64% of the total workforce, significantly higher than the target of 2.22% set out in the Indigenous Participation Plan.

Indigenous Participation Opportunities

- The project ensured effective Indigenous participation by involving Cultural Heritage Monitors during all ground disturbance works. These roles were carried out by members of the Quandamooka Yoolooburraba Aboriginal Corporation (QYAC), an Indigenous-owned organisation based on North Stradbroke Island in the Redland City LGA.
- These experienced, trained Indigenous professionals identify and manage cultural heritage in line with legislation and traditional knowledge. Their involvement ensured legal and cultural compliance while supporting local Indigenous employment and skill development.

Indigenous Participation Opportunities

- Engaging Cultural Heritage Monitors provided continued employment for existing QYAC Indigenous employees. This supported the retention and development of skilled personnel in cultural heritage management.
- Working on-site allowed these employees to apply traditional knowledge to protect cultural values, while gaining practical experience in a professional setting.
- The project supported broader workforce participation by engaging local Indigenous workers in meaningful roles. It enabled QYAC employees to collaborate with project teams, reinforcing their land stewardship role and promoting cultural awareness across the broader project team.

Indigenous Participation Project Outcomes

- The project supported and promoted Indigenous business development by strengthening QYAC's heritage protection role, creating jobs for Indigenous community members, and promoting sustainable business opportunities within the Quandamooka region.
- In addition, the 8.64% Indigenous Participation component resulted in a total Indigenous Spend of \$1,925,607.



Thank you



Redland
CITY COUNCIL