

Aboriginal Employment and Training Plan (2022 – 2026)

We acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to Elders past, present and emerging.

The partners



NSG BOFFA

Since 1975, NSG Boffa have established a reputation in the electrical services industry for our 'can-do' approach to solving customer problems by working together. Our in-depth knowledge of electrical infrastructure and distribution systems, along with our ability to make quick decisions, is why we are South Australia's #1 electrical contractor.

We are proud of our diverse and inclusive workplace that values a broad range of experiences, ideas, and contributions. Our team members are safety focused, innovation driven, and an inspiration to others by the quality of their workmanship.

NSG Boffa is committed to creating meaningful employment relationships, respect, and trust with Aboriginal and Torres Strait Islander people.



Indigenous Training and Recruitment

Indigenous Training and Recruitment (ITR) have sought to provide quality training and employment for Aboriginal people that provides experience in key and emerging industries such as construction, engineering, and defence. ITR works with specialist job providers and the local community to identify suitable candidates. We work with the candidates through our proprietary Aboriginal Employment Integration Program (AEIP) to help them set career goals, attain an apprenticeship, and begin their traineeship.

ITR provides support to candidates throughout the duration of their training and apprenticeship with an onsite Aboriginal Mentor.

The commitment

"The NSG Boffa managers, staff, and their families, fully support the positive promotion and commitment that we as a major construction industry partner can provide to young Aboriginal and Torres Strait Islander people. We specifically aim to focus on the long-term successful development of trade-based pathways and have selected the critical industry partners we need to deliver this plan and achieve our goals.

By working together with a common vision to ensure trade pathways are available for Indigenous Australians, we create successful outcomes for both the wider apprentice cohort and our industry as a whole."

– **Andrew Cross**, Managing Director



This plan is focused on five key principles

1. Recruit (early 2022)

- Candidates identify as Aboriginal and Torres Strait Islander people (Two (2) Electrical Apprentices)
- Candidates are long-term unemployed
- Candidates have some exposure to the Commercial Construction sector
- Candidates able to work 36 hours per week and hold a valid Driver's Licence
- Candidates can pass industry benchmarks in Numeracy and Literacy to successfully enrol in Certificate 3 - Electrotechnology Electrician course

2. Employment, Training & Foundation Skills

- Enrolment into the Certificate 3 – Electrotechnology Electrician course
- Successful course attendance (>95%)
- On the job training, mentoring and pastoral care support to meet practical skill assessments.
- Successful and progressive completion of E-Profiling
- Regular on-site inspections to provide pastoral support

3. Mentoring

- Full time Aboriginal Engagement Manager to promote the overall strategic focus and provide ongoing mentoring

4. Cultural Awareness

- We seek to enhance our staff awareness and understanding of Aboriginal language, culture, and history through our immersive, open, and inclusive workshops
- Our Cultural Awareness Training Workshops are designed to guide our community towards meaningful reconciliation and promote the importance of diversity across the business.

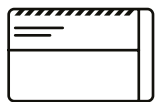
5. Community Impact

- Candidates gain a sense of purpose and contribute to their local community by gaining a full-time job.
- Aboriginal people are learning new skills that provide meaningful, long-term employment opportunities.

The investment (end of 2026)

Projected hours to be worked under this plan	13,824
Projected Investment into 100% Aboriginal-owned business	>\$540K

The skills acquired



Construction White Card



Elevated Work Platform licence



High Risk Construction Work



Working Safely at Heights



First Aid / Low Voltage Rescue & CPR Training Accredited



Certificate 3 in Electrotechnology Electrician course

