



From: <http://www.woodside.com.au/>

National Indigenous Cadetship Project

Woodside is a participant in the National Indigenous Cadetship Project. We are keen to provide opportunities for individuals enrolled in degree programs in the following disciplines; engineering, chemistry, geology, finance, economics, accounting, law and humanities. If you are studying full-time at an Australian university and would like more information on the NICP please contact **Larry Kickett on (08) 9348 5299**.

Indigenous Commercial Traineeship Program



Woodside supports an Indigenous Commercial Traineeship Program aimed at indigenous students leaving Year 11 or 12 in Perth, Western Australia, who want to pursue studies and a career in Business Administration.

The traineeship is workplace based. Participants in the program obtain a Certificate II in Business Administration after 12 months. The program is administered by South Metropolitan Youth Link, Western Australia.

If you are interested in participating in the traineeship program please call **Jenny McGuire on (08) 9348 4969**.



From: <http://www.pilbarairon.com/>

Apprentices & Trainees

Pilbara Iron hosts the largest number of apprentices and trainees in the north-west

Pilbara Iron has a strong commitment to apprentice training and is the biggest host employer of apprentices and trainees in the north-west.

Approximately 147 apprentices are currently undertaking training at our Dampier, Cape Lambert and Tom Price sites and 22 per cent of these come from an Indigenous background.

Pilbara Iron's apprentice training is managed and supervised by dedicated full time and experienced training officers.

We offer an extensive range of trades for apprenticeships including:

- Mechanical fitting
- Metal fabrication
- Electrical
- Automotive
- Panel-beating
- Business administration
- Drafting
- Information technology
- Land management and environment
- Communications
- Human resources

To be considered for an apprenticeship, applicants must be motivated, enthusiastic and have a demonstrated interest in their chosen field. It is also necessary to have passing grades in year 11 Mathematics and English as well as meeting necessary health requirements.

Apprenticeships are advertised internally within Pilbara Iron and in various newspapers during September of each year.

Pilbara Iron is also examining the possibility of participating in a new government sponsored training initiative whereby individuals with significant industry experience but no qualifications, or those seeking a new qualification, can be fast-tracked through their apprenticeship course.

Trainee Employment

In addition to apprentice training, Pilbara Iron has a strong commitment to Clerical Traineeships. In particular, we encourage applications from Aboriginal and Torres Strait Islander people who are permanent residents in the Pilbara Region.

Pilbara Iron has community liaison staff to provide for special needs and support throughout the traineeship for all successful applicants.

Opportunities for all trainees are available at our Cape Lambert and Pannawonica operations and are offered over a two-year term. These traineeships provide exposure to, and skills development in, a diverse range of departments within Pilbara Iron's operations.

Applicants for trainee positions should have:

- A demonstrated interest in a mining career
- Enthusiasm and motivation to succeed
- Acceptable levels of competence in English and Mathematics, typically year 12 or equivalent or in the case of indigenous applicants be able to pass an extensive literacy and numeracy test

As with apprenticeships, traineeships are advertised internally within Pilbara Iron and in various newspapers during September of each year.



From: <http://www.argylediamonds.com.au/>

Argyle Diamonds offers excellent opportunities for people interested in working with an industry leader. We offer you the opportunity to begin a new adventure and to gain a diverse range of knowledge and experience.

We aim to become recognised as a preferred employer within nearby communities in the East Kimberley region of Western Australia. We also aim to select first class people whose values and beliefs align with those established for our business.

Consistent with our commitment to the communities close to where we operate, when recruiting for roles based in Kununurra or at our mine site, and subject to candidate suitability, preference is given to East Kimberley residents. If successful, non East Kimberley resident applicants will be required to relocate to the East Kimberley region. Relocation assistance will be provided to successful applicants in these situations.

All our current employment opportunities are listed on our Vacancies listing. If a position of interest to you is not currently available we encourage you to check our website regularly and apply when there is a relevant vacancy. We do not encourage general applications.

To help you understand our recruitment process and to ensure you know what to expect, here is an outline of the typical stages that a successful applicant will progress through.

APPLICATION

- People interested in joining Argyle Diamonds, are asked to apply for a specific vacancy on this website. This will ensure thorough consideration is given to every individual application. Once you have submitted your application, you will receive an email to acknowledge receipt of your application. This will confirm that your application has reached us.
- Based on the information you have provided in your application you may be invited to attend some interview/s. These will typically involve interviews with individuals such as the direct supervisor of the role, a supplier, a customer, someone else from the team, and/or a representative from Human Resources. You will be asked questions about your skills and experience and how these relate to the role you have applied for.
- It is a condition of employment with Argyle that you complete and pass a Federal security clearance. Completion of these forms will typically happen at the interview stage.
- For some specific roles, additional forms of assessment may be undertaken. Details of these will be explained to all applicants at the interview stage. These assessments provide us with additional information about your skills and abilities.

- All applicants are asked to undertake a pre-employment medical as one of the last stages of our recruitment process.
- If successful you will be offered the opportunity to join our team. This offer will be typically made by phone and confirmed in writing.
- If you are not already an East Kimberley resident, the relocation package relevant to your appointment will be explained to you when you are made an offer of employment with Argyle Diamonds.



From: <http://www.qantas.com.au/>

Indigenous Employment and Training Program

We are committed to working in partnership with Aboriginal and Torres Strait Islander communities, through a range of initiatives including employment and training programs, community involvement and sponsorships.

Qantas' Aboriginal and Torres Strait Islander Program has been in place for more than 10 years and employs a dedicated program coordinator. Currently, between one and two percent of the airlines workforce is of Aboriginal or Torres Strait Islander descent.

We have a comprehensive Aboriginal and Torres Strait Islander employment and training program.

Introduced in 1988, it aims to have an overall representation of Aboriginal and Torres Strait Islander people across all occupations and levels to reflect the broader community, its customers and its commitment to Equal Employment Opportunity legislative and reporting requirements.

Qantas employs a full-time Diversity Coordinator who is responsible for the airline's Aboriginal and Torres Strait Islander Program Unit.

This role includes offering assistance to indigenous employees of Qantas with regard to career and training development, and monitoring and developing employment strategies, whilst ensuring the program is effectively integrated into the airline's divisions, subsidiaries, regions and ports.

In 2002, we developed an Indigenous staff pin as a symbol of the airline's ongoing commitment to strengthening relationships between non-Indigenous and Indigenous Australians.