Indigenous Participation Plan

2021

industrial electrics

Acknowledgement of Country

In the spirit of reconciliation, Industrial Electrics acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Indigenous Participation Plan

Our Indigenous Participation Plan (IPP) is structured according to the three broad pillars of reconciliation.

1. Relationships

Encourage and foster meaningful, long-term relationships with the indigenous community. Long-term relationships lie at the heart of whom we are and have been for over half a century. By working closely with Aboriginal and Torres Strait Islander people we can better understand the barriers.

2. Respect

Respect the customs and practices of Indigenous people and their communities.

3. Opportunity

Grow sustainable employment and participation opportunities for local indigenous people. We recognise the important role employment plays in boosting self-esteem, economic security and overall health and wellbeing for Indigenous people, their families and wider communities.

Indigenous Participation Plan

Relationships | Our Aim

Build partnerships with other key stakeholders to identify mutually beneficial Indegnous employment and participation opportunities.

Build respectful connections and relationships with Indigenous people and communities.

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
Appoint a dedicated Indigenous manager to provide cultural guidance and drive our IPP actions.	GM, International Enterprise talent & Cultural leader.	January 2022	Vaughan Watkins appointed as IE's Indigenous engagement manager in Jan'21.	🟢
Adopt a governance structure which holds us accountable for our IPP commitments.	MD/respective Boards/Directors	January 2018	Quarterly reporting on the progress made against the actions identified in this IPP.	🟡
Identify and engage appropriate external advisors to assist our executive teams on key Indigenous community, employment and business matters including Crown, Koori Court & Victorian Indigenous Professional Network.	MD/respective Boards/Directors	December 2022	At least two advisors engaged.	🟢
		December 2018	One additional advisor engaged.	🟢

Indigenous Participation Plan

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
Develop a partnership with a suitable Indigenous education organisation aligned to our youth participation and employment focus.	Enterprise Talent & Cultural Leader / Indigenous Engagement Manager	May 2022	Partnership established.	
		December 2022	Minimum of two initiatives actioned.	
		June 2023	One additional initiative actioned.	
Build key relationships within the local Indigenous community and services to: 》 Provide advice and feedback on the best means to develop Industrial Electrics as a preferred employment destination 》 Promote and support specific IE employment and participation initiatives e.g. apprenticeships within the local Indigenous youth market. Incl. NRL, AFL, Super Rugby & Sports ready such as Melbourne Storm and School to Work program.	HR manager	July 2022	Identify and build appropriate networks and at least three key groups.	
		July 2022	Commence recruitment both directly and through external agencies.	
		July 2022	Apprentices recruited.	

Indigenous Participation Plan

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
Build key relationships within suitable Federal, State and Local Government organisations and services to: 》 Provide advice on how best to promote IE as a preferred employer.	HR Manager	July 2022	Extend networks to an additional three key groups. Identify and build appropriate networks and relationships with at least three Government groups.	
Build key relationships within suitable businesses to develop team building creating a cultural awareness program.	HR Manager	June 2022	Identify at least one opportunity to form a joint employment trial.	
		July 2022	Identify at least one improvement to our IPP arising from these relationships.	
Use appropriate communication channels to foster Indigenous information, promoting greater awareness of cultural issues.	Marketing Manager	July 2022	Provide information about our Indigenous program and journey on our website and social media channels	

Indigenous Participation Plan

Respect | Our Aim

Increase appreciation and understanding of Indigenous culture and issues within our organisation.

Develop an inclusive company culture which acknowledges Indigenous culture and values.

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
Expand Indigenous cultural awareness across the business.	HR Manager	July 2022	Establish appropriate cultural awareness training including introductory program.	
		December 2022	Minimum five senior managers attend.	
		July 2022	Stage 2 training commence.	
		December 2022	Minimum five senior managers attend.	
Conduct diversity survey to determine the current workforce composition baseline.	HR Manager	July 2022	Conduct a survey targeting 25%.	

Indigenous Participation Plan

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
Establish suitable frontline cultural awareness program for employees.	HR Manager	July 2022	Participate in toolbox talks.	
		December 2022	Include in new staff induction.	

Indigenous Participation Plan

Opportunities | Our Aim

Create the potential for opportunities to include local Indigenous communities.

Expand and develop opportunities through employees and stakeholder relationships.

ACTION	RESPONSIBILITY	TIIMEFRAME	OUTCOME	STATUS
		June 2022	Quarterly reports to Directors.	
Expand our current apprenticeship program to include local Indigenous youth within future intakes.	Training Manager	June 2022	Investigate educational support.	
Identify opportunity for our business to partner with Indigenous enterprises, especially those within our supply chain.	Indigenous Manager	June 2022	Introduce Indigenous supplies to at least three businesses.	
Identify opportunity within our sub contractor relationships to support our employees.	Indigenous Manager	June 2022	Identify one opportunity where our Indigenous initiative can be undertaken with a sub contractor.	
Work with clients to recognise where mutual opportunities may exist to embed Indigenous participation.	Directors and Indigenous Manager	June 2022	Undertake specific Indigenous participation or employment actions as identified.	