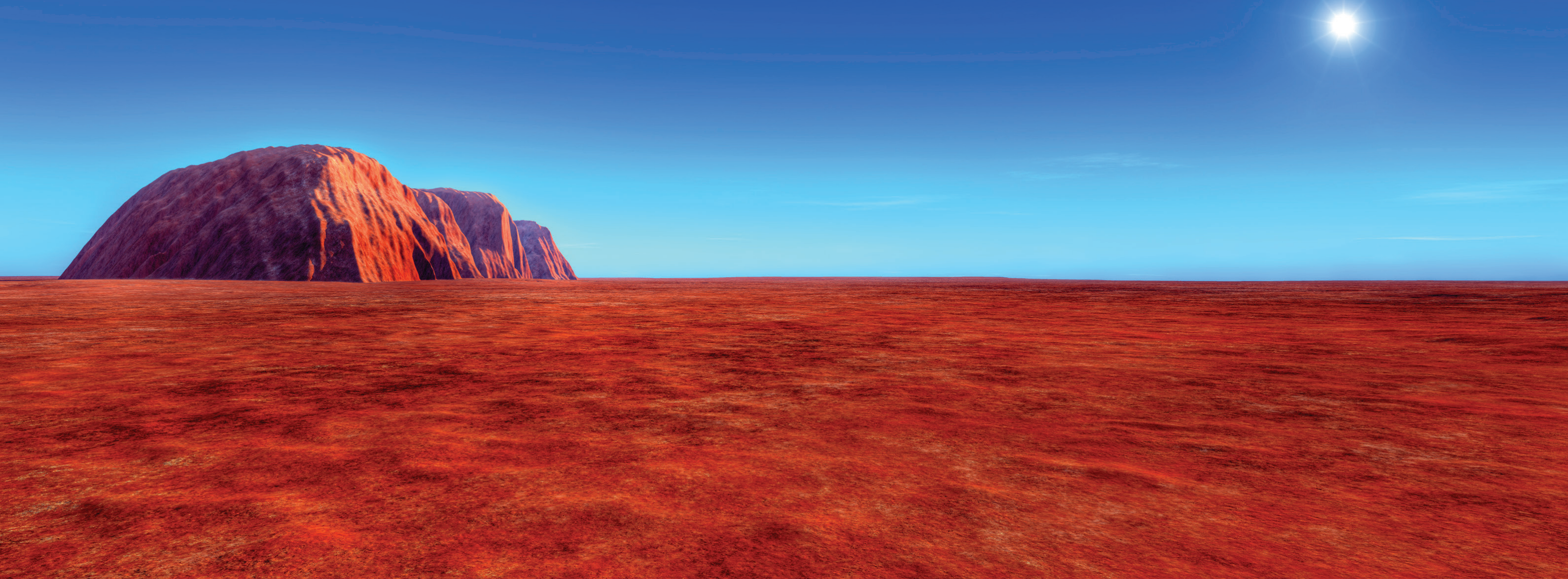


Indigenous Employment & Engagement Strategy



“We acknowledge the traditional custodians of the lands throughout Australia and pay our respect to Elders past and present.

We further acknowledge the tremendous benefits we get from our relationships with these ancient people, and thank them for walking beside us on our journey.”



Who are we?

RNL Constructions services our clients through the provision of construction related services, primarily to the government sector.

Our clients include Redland City Council, Defense Housing Australia, Department of Housing and Public Works, Building and Asset Services, Department of Education Training and Employment, Stadiums Queensland and Suncorp.

RNL Constructions offers our clients an end to end solution by facilitating and managing multiple trades and suppliers. RNL Constructions is proud of its reputation for exceeding client expectations which is achieved through the exacting standards placed on our internal staff and on our sub-contractors.

We have great systems in place to manage and coordinate our employees on various jobs. RNL Constructions employs 21 Tradesman and 6 x Administration Staff

RNL Constructions has evolved as a company since its incorporation and has tailored its services direct to similar arrangements that are required.

RNL constructions Holds the following licenses

- Medium Rise Builders License
- Low Rise Builder License
- Carpentry License
- Painting and Decorating License
- Open Demolition license
- Class A Asbestos license

Overview

RNL Construction recognises the social and economic disadvantage experienced by Indigenous peoples and is committed to overcoming the gap between Indigenous peoples and non-Indigenous Australians.

To achieve this RNL Constructions will seek to:

- Increase our Indigenous workforce
- Increase Indigenous owned business in our supply chain
- Encourage our sub-contractors participate in our Indigenous programs
- Monitor our programs to ensure we are meeting our goals

Section 1

Indigenous Employment Plan

We understand that Indigenous job seekers often have challenges in securing employment. To assist potential job seekers, we have enlisted the services of Ngare Employment Solutions, a majority Indigenous owned recruitment company to provide recruitment and support services.

This partnership ensures that we, as an organisation, have culturally sensitive recruitment processes in place and also culturally sensitive support services.

1. Job Seeker Pooling - Ngare Employment Solutions

Ngare Employment Solutions attracts suitable job seekers by utilising:

Community Connections: They have a multitude of connections in Indigenous communities throughout Australia.

Referral Network: One of their greatest resources in attracting job seekers is their referral network. They are constantly attracting job seekers who are relatives or friends of their current job seekers.

Social Media: They utilise a cross section of social media platforms in the search for quality candidates that includes LinkedIn, Facebook, Twitter and Instagram.

Recruitment Partners: They have a national network of Job Active partners that assist in sourcing local job seekers.

Electronic Job Boards: They utilise a number of electronic job boards that include our own job board via our websites, SEEK, Indeed, Career One, iWork and other Indigenous specific job boards.



2. Job Seeker Assessment - Ngare Employment Solutions

Ngare Employment Solutions have gained a complete understanding of the roles within our organisation and assess each job seeker based on the individual requirements. We understand that not all job seekers will initially meet the specific requirement of the role so Ngare Employment Solutions also offer the following services to job seekers:

- Resume Preparation
- Worksite Qualifications (Tickets)
- Pre-Employment Training

2. Job Seeker Interview - RNL Constructions / Ngare Employment Solutions

In order for us to offer a culturally sensitive interview environment we engage Ngare Employment Solutions to assist us with the interview process.



3. Ongoing Support - RNL Constructions / Ngare Employment Solutions

We partner with Ngare Employment Solutions to facilitate an extensive all-inclusive mentoring program, providing ongoing support to each individual upon commencement of training, by regularly mentoring them in their new position. Indigenous role models are trained mentors, providing support and supervision, in both training and employment.

The program is tailored to both the individual and organisational demands. Our mentoring support can include:

- Employment Obligations
- Financial Literacy
- Personal / Family Support
- Work Life Balance
- Career Progression & Development
- Cultural Support
- Professional Development

Section 2

Indigenous Engagement Plan



We believe closing the gap is just about employing Indigenous job seekers, its also about supporting Indigenous owned organisations.

As a business we will actively seek to increase the number of Indigenous owned businesses in our supply chain. This will include but is not limited to:

- Office Supplies
- Furniture Supplies
- Tools Suppliers
- Sub contracted trades

Further to these we will encourage our sub-contractors to employ Indigenous job seekers and support Indigenous owned businesses.

