

## DICE (AUST) PTY LTD Indigenous Participation Plan

### Introduction

DICE (AUST) PTY LTD have a commitment to equality and diversity in the workplace. Our Indigenous Participation approach seeks to deliver meaningful cultural recognition, employment, education and training opportunities for Indigenous people and their communities.

Our approach is based on the key reconciliation pillars: relationships, respect and opportunities and guides us in implementing practices and processes that deliver real and lasting change. It aims to engage effectively with Indigenous communities, build awareness and understanding within our workforce on Indigenous culture, heritage and issues in the regions that we work and provide sustainable career and business opportunities for Indigenous people. This approach aims to facilitate employment and career development opportunities in an environment which is supportive and inclusive for Aboriginal people, yet also consistent to their current employment and lifestyles. DICE's commitment is to provide long-term, sustainable employment, training, education and business opportunities for Indigenous people and their communities.

We see that having strong, sustainable and respectful relationships with Indigenous people and their communities is a step in the right direction to increase indigenous participation in worthwhile projects

### Indigenous Participation Strategy

Our Indigenous Participation Strategy lists the actions we are taking to deliver meaningful cultural recognition, awareness, employment, education and training opportunities for Indigenous people and their communities, so that together we can work towards reconciliation and share in the success of our Indigenous business.

This strategy is an example of how we are working together to achieve reconciliation in Australia. It is a communications resource for managers, that guides them in the actions we are taking as a business to achieve our set goals in relationships, respect and opportunities for Indigenous people and their communities over the next three years.

This strategy aims to increase the number of indigenous people recruited and retained within our company DICE, being a predominantly electrical contracting entity may offer employment that leads to electrical apprenticeships. These apprenticeships are part of DICE's commitment to equal opportunity and diversity in employment, and provide the education qualifications and on the job training and skills necessary to become a fully qualified electrician.



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This prepares students for eligibility and consideration by providing insight and guidance through the minimum entry standards required for employment at DICE:

- Australian Citizenship or Australian Permanent Residency,
- current driver's license

Yet more importantly, this provides information, guidance and tutoring on the current recruitment, selection process.



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The process consist of the following:

1. Advertising and Application
2. Telephone Interview and/or Face-to-face Interview
3. Referee Checks
4. Medical
5. Offers of Employment (conditional 3 month probation)

The successful candidates from this probation are then offered an electrical apprenticeship. Or as an alternative, traineeships in other construction trades such as painting, concreting or industrial/commercial cleaning. Culturally, Aboriginal youth benefit from the input of indigenous men and women who have completed an apprenticeship and have spoken of their experience in doing so. Their achievements can only add to the quality of lives around them, affect generations that follow, and as a result serve as examples to their greater community. The aim would be to ensure that the knowledge and experience brought by aboriginal recruits is used to positively affect and improve the future generations' life skills, employment prospects, and also encourage and emphasizes the need for an education.

The apprenticeship embodies quality education and opportunity, combined with encouragement of personal determination, commitment and resolve. Participating in the apprenticeship should have the capacity to effect change within the individual. The life skills learnt should have life-changing capacity to better individuals with an ongoing effect of future generations.

Raymond Pratt – Director  
DICE (AUST) PTY LTD