



INDIGENOUS EMPLOYMENT STRATEGY

This Indigenous Employment Strategy is Doolan Plumbing Services' commitment to improving the career opportunities and "closing the gap" for Australia's Indigenous communities.

Our Vision

This Indigenous Employment Strategy is Doolan Services commitment to improving the career opportunities for Indigenous communities through our holistic approach to effective and sustainable outcomes for Indigenous candidates. Doolan Services are actively involved with community partnerships and events supporting Indigenous employment initiatives.

Our Approach

Doolan Services takes a coordinated national approach to develop and facilitate clients into sustainable career Pathways within Doolan Services.

The health and wellbeing of our staff and their families is the focal point for Doolan Services. With strong partnerships with key stakeholders Doolan Services takes a 360-degree approach to address not only the work capability of our staff but also takes into consideration the social and emotional aspects of the individual's wellbeing.

Doolan Services utilises a holistic concept when dealing with individuals considering several aspects of our staffs Cultural and Spiritual Wellbeing

Doolan Services have carefully selected highly skilled professionals to manage and strategies' effective solutions to maximizing success for Indigenous staff. Doolan Services acknowledges that using collaborative partnerships in their approach to best candidate care drives a more focused action towards addressing the barriers Indigenous candidates face with employment.



Our Approach (cont.)

Doolan Services will form close working relations with local Indigenous groups with a view to work collaboratively to achieve sustainable employment initiatives for Indigenous job seekers. This engagement strategy specifies the way the corporate vision of Doolan Services will be applied right across all Doolan business.

Doolan Services will work with the local Indigenous community to identify and discuss possible Indigenous opportunities with relevant Indigenous community groups, these opportunities may fall into the following categories, leadership roles, traineeships & apprenticeships, mentoring programs and ongoing support.

Mentoring aims to help individuals achieve their full potential and includes guidance and advice on specific business challenges. Doolan Services recognizes the need to provide ongoing support and mentoring to indigenous candidates particularly trainees and apprentices.

Doolan Services Indigenous Employment Strategy promotes equity and diversity opportunities for Indigenous people within the building industry. This strategy is an expression of our corporate commitment to integrity, innovation and respect. Cultural knowledge and understanding contribute to each of these corporate values.

Doolan Services provides a 360-degree approach to staff while addressing the social and emotional well-being.

This strategy seeks to increase the employment of Indigenous people within Doolan Services and provide training and support for Indigenous employees to maximise their opportunities to secure sustainable employment within Doolan Services.

Our Process

To achieve increased Indigenous candidates within the Doolan Services workforce, we will:

1. Prepare a recruitment action plan to reach our Indigenous employment target of 25%, we are currently at 19%
2. Regularly liaise with Indigenous communities.



3. Ensure local Indigenous service providers and other Indigenous organisations are informed of vacancies as they arise.
4. Target recruitment through media and social media sites accessed by Indigenous Peoples. Partner with Clontarf to give school students work experience, training and employment opportunities.
5. Doolan Services believes that by raising awareness, understanding and appreciation of Indigenous Australian culture will significantly impact the placement of a job seeker in a productive manner.

We are committed to making a positive impact within the Indigenous community through open two-way communication and by respecting local traditions, we will integrate our service delivery into the community. Forming good working relationships with local agencies is paramount to the success of any employment program as most Indigenous jobseekers who are not currently employed will at least be linked to JSA provider in their local area.

Successful indigenous Employment Strategies can be measured by the sustainable opportunities created by the program.

Useful Links

[Reap the many benefits of the wage subsidies scheme \(etcltd.com.au\)](http://etcltd.com.au)

[Government Initiatives - AAPathways](#)

[Financial Assistance - Apprenticeship Community](#)

[Assistance for Aboriginal and Torres Strait Islanders \(nsw.gov.au\)](http://nsw.gov.au)

[How the Indigenous Apprenticeships Program works - Services Australia](#)

