

Aboriginal Employment and Training Plan

We acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to Elders past, present and emerging.

100%
completion rate
2 Apprentices to
2 Employees
As at July 2026



"Completing my Electrical Apprenticeship with NSG Boffa has been an incredibly rewarding journey. Throughout my apprenticeship, I gained valuable skills, built my confidence, and worked alongside a supportive team that genuinely invested in my growth. As an Aboriginal man, I'm proud to show that, with the right opportunities and support, you can build a successful career. I hope my journey encourages other young Aboriginal people to consider an Apprenticeship and believe in what they can achieve."

– **Elijah Lindsay**, Electrical Technician

Our commitment

"NSG Boffa is committed to creating long-term trade pathways for young Aboriginal and Torres Strait Islander people. By working with industry toward a shared vision, we can deliver meaningful employment and training outcomes that benefit apprentices, communities and the construction industry."

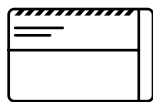
– **Andrew Cross**, Managing Director



A proven process based on five principles:

- **1. Recruit Candidates**
 - Identify as Aboriginal and Torres Strait Islander people.
 - Are long-term unemployed.
 - Have some exposure to the Commercial Construction sector.
 - Able to work 36 hours per week and hold a valid Driver's Licence.
 - Can pass industry benchmarks in Numeracy and Literacy to successfully enrol in Certificate 3 - Electrotechnology Electrician course.
- **2. Employment, Training & Foundation Skills**
 - Enrolment into the Certificate 3 – Electrotechnology Electrician course.
 - Successful course attendance (>95%).
 - On the job training, mentoring and pastoral care support to meet practical skill assessments.
 - Successful and progressive completion of E-Profiling.
 - Regular on-site inspections to provide pastoral support.
- **3. Mentoring**
 - Provide ongoing support and mentoring to improve candidates' knowledge and skills.
- **4. Cultural Awareness**
 - Enhance our staff awareness and understanding of Aboriginal language, culture, and history through our immersive, open, and inclusive workshops.
 - Cultural Awareness Training Workshops are designed to guide our community towards meaningful reconciliation and promote the importance of diversity across the business.
- **5. Community Impact**
 - Candidates gain a sense of purpose and contribute to their local community by gaining a full-time job.
 - Aboriginal people are learning new skills that provide meaningful, long-term employment opportunities.

The skills acquired



Construction White Card



Elevated Work Platform licence



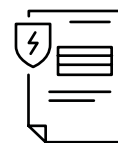
High Risk Construction Work



Working Safely at Heights



First Aid / Low Voltage Rescue
& CPR Training Accredited



Certificate 3 in Electrotechnology
Electrician course