

# INDIGENOUS WORKFORCE SOLUTIONS



MICHAEL CARTER AND  
PETER ALLEY



WENDY MOULDS -  
SITE VISIT TO PROJECT  
AT KEEP RIVER



SANELLA FORD  
HOPKINS AND  
AUDREY HAMMER

*Darwin-based IE Project's different approach to Indigenous employment has created real job opportunities for local Indigenous people and positive productivity for businesses Territory-wide.*

Indigenous-owned IE Project, which was established by Jason Elsegood and Wendy Moulds in 2012, operates privately, with no government funding.

They work with employers who want to increase their Indigenous employment workforce, making the process easy by taking care of all recruitment and retention.

“We’re Indigenous recruitment and labour-hire specialists, not a government-funded service agency,” says Wendy. “Our candidates come to us looking for work opportunities.”

IE Project’s range of innovative practices and programs help in upskilling, further training and gaining apprenticeships. Their labour-hire approach isn’t standard either – encouraging clients to employ the candidates permanently.

“We’re keen to deliver the right person for the vacancy and employees that employers can rely on – thus the retention rate is higher. Many candidates have little experience, but they have a desire to succeed and to make long-lasting careers.”

Two years after beginning, the Territory Government introduced a subsidy for Indigenous employees on large infrastructure projects.

“This has created so many opportunities,” says Wendy. “The required monitoring has also shown excellent, immediately visible results and ongoing benefits.”

Many companies operating in the Territory now work closely with the IE Project team for their labour-hire needs.

BMD Area Manager Mark Elliott says working with Wendy and IE Project candidates is an extension of BMD’s Northern Territory team.

“Our collaboration stretches from job tendering, developing the project’s Indigenous Engagement Plan, and Wendy and her team checking on the guys during the job and making sure we’re happy with their work progress.”

IE Project candidates range from those entering the workforce looking for a start through to highly-skilled, filling positions across community services, building, construction and mining.

In 2015, 24 candidates worked on the Darwin High School Open Education Centre construction project.

An on-site classroom was established for two-hours daily training, and the remainder of the day candidates worked on-the-job. All completed their Certificate II in Construction on the project, and many have established careers in the sector.

Many trainees have progressed, including Lincoln Nona, now a leading hand with Jaytex, and another, Raymond Williams, a trainer at Batchelor Institute is teaching and training Construction in Aboriginal communities. There are many more.

Along with qualified staff, IE Project also has 10 new employees at a large civil construction project at Keep River, doing on-the-job training.

Two trainees from Timber Creek, Jonathan Lalda and Ashton Baxter, started the project on a pre-employment program and little previous experience. Their goals and aspirations have resulted in them proudly working on the big machinery and their families excited for their success.

They will finish with a Certificate III in Plant Operations, and a range of tickets to operate the various machinery.

“IE Project are committed to on-the-job training – it’s the best way for individuals to learn and succeed.” **TQ**

## CONTACT

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