

## OUR PEOPLE

CASE STUDY | June 2009

### Indigenous Cadetships a Win-Win

Woodside is an active supporter of the Australian Government's National Indigenous Cadetship Project (NICP), which aims to improve the professional employment prospects for Indigenous Australians.

The project links tertiary students with employers in a cadetship arrangement involving full-time study and work placements.

#### The Challenge

The NICP forms part of the Australian Government's Indigenous Employment Policy, which recognises the particular disadvantage experienced by Indigenous Australians in the labour market and that special measures are required to secure improved outcomes.

Woodside shares this concern and in 2008 developed and Indigenous Employment Participation strategy, which sets the way forward for long-term Indigenous employment and training across our Australian operations and projects.

The two key elements of the strategy are to build and promote clear pathways to employment for Indigenous people that are aligned with current and future workforce needs, and to promote a work environment that maximises the ability to attract, retain and motivate strong performing Indigenous employees.

#### The Project

Woodside believes that the cadetship program contributes strongly to developing our skilled work force and assists Indigenous people to gain employment in the oil and gas sector.

In supporting the program, Woodside recognised that there were a limited number of Indigenous students studying locally at tertiary level, particularly in the disciplines required for our business needs. This challenge was made harder due to the competitive nature of other companies seeking to recruit these students.



*2008 Indigenous cadets*

As a result, Woodside has sourced students from interstate, as well as participating in high school programs that increase awareness in the science and engineering disciplines, with the prospect of securing additional cadets over the longer term.

Work placements are generally undertaken during the long vacation break between academic years and cadets are paid a wage. For its part the Australian Government provides funds to support cadets with a living allowance and study-related costs and offset employer administration costs.

The benefits of the cadetship program are two-fold – they increase Indigenous participation in the workplace while raising Indigenous cultural awareness among Woodside employees. Further, the program ensures that diversity within the company is respected and invested in for the future.

At a broader level, Woodside provides a positive work environment for our Indigenous employees through increased opportunities to develop professional skills

and experiences required to progress within Woodside. These include mentoring, building a sense of community and recognising specific cultural requirements in our human resources practices and procedures. We also provide Indigenous Australian cultural awareness training for our non-Indigenous employees.



*Cadet graduate Jodey Brockhurst*

## Achievements

Woodside's support of the NCIP has seen eight cadets successfully complete the program and move into Woodside employment. There are an additional eight cadets signed up to the program in a variety of disciplines, including law, geology, engineering, environment, accounting and marine.

The cadetship program continues to place Woodside as a leader in the oil and gas industry for employing tertiary qualified Indigenous people.

## More Information

All stakeholders are invited to contact Woodside for additional information at:

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