

'Solid Pathways' **Aboriginal and Torres Strait Islander** **employment program 2019 – 2021**

What is 'Solid Pathways'?

INPEX Australia's 'Solid Pathways' program provides learning and developmental employment opportunities to Aboriginal and/or Torres Strait Islander individuals to work in the Oil and Gas industry.

The program's participants will receive on-the-job support and external training for 12 to 18 months, in preparation for potential long-term direct employment with INPEX Australia.



What skills are developed through 'Solid Pathways'?

At the end of the 'Solid Pathways' program, participants will be expected to be able to perform the role they applied for; including having the appropriate skills, experience and qualifications.

In some cases, individuals may already have all the required skills, experience and qualifications of the role applied for and the 'Solid Pathways' program will focus on developing them to become even stronger candidates for upcoming vacancies.

On-the-job training

Individuals placed into a 'Solid Pathways' role may require internal and/or external training for upskilling.

A personally customised training and development plan will be developed with each program participant, in collaboration with INPEX's Learning and Development team, line manager and the Aboriginal Affairs team. The goal of customised training plans is to ensure each program participant is best set up to become a strong internal candidate for any suitable future roles which may become available within INPEX.

Mentor support

Each 'Solid Pathways' participant will have access to an Aboriginal mentor to support their integration and engagement within INPEX and address any cultural issues which may arise. This responsibility is part of the Aboriginal and Torres Strait Islander Coordination Advisor role in Darwin and the Manager Aboriginal Affairs and Aboriginal Affairs Advisor roles in Perth.

'Solid Pathways' contractual and procedural processes

Employment contract

Program participants will be engaged initially under a maximum term employment contract. The length of the contract will vary depending on the preliminary pre-employment assessment of how long it may take for an individual to upskill to meet the role requirements. Generally, the initial employment period will be for up to 18 months to allow flexibility for roles to become available at around the 12-month-mark.

Where no suitable roles become available within 18 months, an individual's contract may be extended under the program until an opportunity becomes available. This is subject to the person closing out their required skills/experience/qualifications within the nominated period (generally 12 months).

Transition from 'Solid Pathways' to future roles within INPEX

It is intended that roles will not be opened to applications from external candidates or contractors where a suitably qualified 'Solid Pathways' participant is available to apply. Program participants will be encouraged to apply for available roles within INPEX once they have met the minimum requirements for the role. While it is hoped that individuals will be successful in their first attempt at applying for an available role once they have completed the 'Solid Pathways' training and development program, if this does not occur, monitoring for further opportunities will take place.

Background

INPEX has committed to a Stretch Reconciliation Action Plan which includes setting a target of 36 individuals to be employed by the end of 2021.

'Solid Pathways' program was approved in July 2018 for implementation from 2019 – 2021 as a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), section 57 of the Anti-Discrimination Act 1996 (NT) and section 51 of the Equal Opportunity Act 1984 (WA) to increase the representation of Aboriginal and Torres Strait Islander personnel within INPEX's operations. The program will be reviewed annually.

Featured artwork is titled 'Fire, Earth and Sea', by Riki Salam of the Gilimbaa Indigenous Creative Agency.



INPEX Australia
Level 22,
100 St Georges Terrace,
Perth, Western Australia 6000

T: +61 8 6213 6000
F: +61 8 6213 6455
E: communications@INPEX.com.au
W: INPEX.com.au

