



Indigenous Careers Program 2022



The greatest gift you could ever give yourself
and those around you is to

Realise Your Potential.

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About Harness

About Shell's QGC business

Acknowledgement of Country

Harness Energy acknowledges the traditional owners and
custodians of the land on which we work and pay our respects to
their Elders past, present and emerging.

Harness Energy in partnership with Shell's QGC business is proud to offer its **Indigenous Careers Program for 2022.**

The Indigenous Career program provides a foot-in-the-door to the natural gas industry for Indigenous Australians. We are looking for candidates who are keen to learn and have a positive attitude.

This program involves two different pathways for candidates to be a part of. Candidates are placed with Host contractors for short or longer term work placements depending on their selected pathway, interest and skills.

Pathway A - Traineeship Pathway Program

Certificate III Workplace Health and Safety

The Pathway A program is a 10-month paid work experience traineeship program based in the Western Downs for enthusiastic individuals. This might be the pathway for you if you are not yet sure what you want to do as a career and are looking to see what happens inside different workplaces and see what could be a good fit for your future career.

Workplace Health and Safety Trainees will work with tradespeople in up to three trades, dependent on the offerings of the Host Contractors as well as discussions with Trainees about their interests. Some of the past hosts have had the following exposure within their workplaces: Electrical, Manufacturing, Warehousing, Safety, Civil, and Business.

This traineeship has the potential to kickstart your career in the natural gas sector with the possibility of a long term apprenticeship / traineeship for successful candidates following the program.

Pathway B - Apprenticeship & Traineeship Program

A variety of apprenticeships and traineeships are on offer

The Pathway B program is for those applicants who already know the career path they are after. This will be an applicant that has worked or has experience within a selected area however has not yet found their formal apprenticeship or traineeship pathway.

Harness will work closely you to identify the right opportunity for you. This will then be followed by a discussion with the potential Host contractor to organise interviews after the assessment centre. This process will ensure the best fit for both you as the candidate as well as the host contractor.

Depending on the host contractor's ability to provide all the exposure required to meet the training plan, you could be placed at that workplace for the full duration of your Apprenticeship or Traineeship.

We are looking for Indigenous Australians with a genuine interest kick-starting their career!

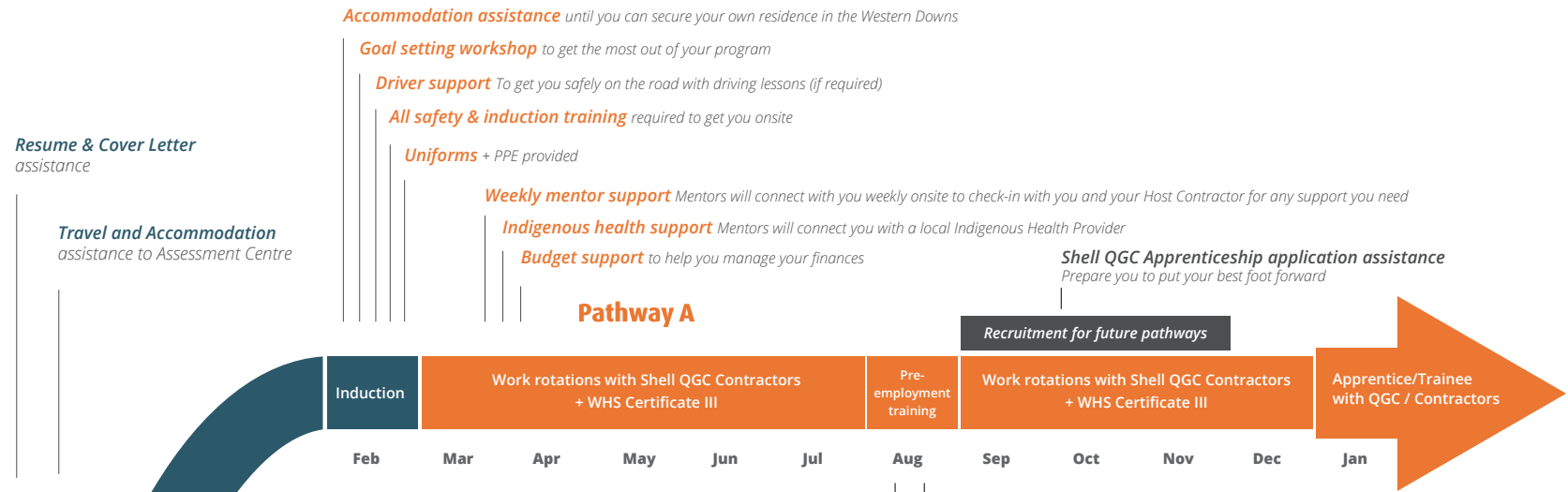
We are keen to receive applications from Indigenous Australians who identify with the following Traditional Owner groups with historical links to Shell's QGC business: Iman, Bigambul, Mandandanji, Barunggam, Cobble Cobble, Jarowair, Western Wakka Wakka, Yiman, Wakka Wakka, Wulli Wulli, Gangulu, Bailai, Gooreng Gooreng, Gurang, and Taribelang Bunda.

Each role requires different skillsets but overall, we're looking for individuals who:

- *Have a safety focus;*
- *Are keen to learn;*
- *Can adapt to change;*
- *Are team players with good communication skills.*

TRAINEESHIP PATHWAY PROGRAM

Pathway A



Pathway B

APPRENTICESHIP & TRAINEESHIP PATHWAY PROGRAM

Each candidate receives support throughout the program including:

- Experience in a world class organisation with first class facilities.
- On-the-job training and support by highly skilled technicians at host employers.
- Round-the-clock support from a dedicated Indigenous mentor.
- A structured training program addressing key fundamentals to enter the natural gas sector.
- A solid foundation to build a successful career in a global industry.

Read more about the Apprenticeships on offer through Pathway B here



How do I apply?

To apply you will need to register your interest in the program by submitting your phone number and email at

www.harnessenergy.com.au/IndigenousCareers2022

The Harness recruitment officer and Indigenous mentors will then be in touch with you to discuss your interest in the program and help you to put your best foot forward.

Your cover letter: introducing yourself and highlighting your interests in the chosen trade and any relevant skills you bring to the role.

Your resume: outlining your personal details, education, relevant skills or work experience. Please be sure to include the names and contact details of two character or job referees on your resume.

If you already have a cover letter and resume and don't need any additional support, you can submit your application straight away by uploading them at the same time as registering your interest.

If you need help with your cover letter or application, let us know and we can link you with one-on-one support.

“ Our trainees gained a wealth of experience in their short time learning skills of steel fabrication and the diversity of our regions career prospects.

- LOUISE MCMAHON

Business Services Manager

MFE Pty Ltd | Host Contractor 2020 and 2021 programs



Watch Kasey's journey here

WINNER OF THE
SOUTH WEST TRAINING AWARDS 2021
QLD TRAINING AWARDS 2021
AND AUSTRALIAN TRAINING AWARDS 2021

Aboriginal and Torres Strait Islander Student of the Year

- KASEY HARDY

2020 Program Trainee and Graduate

Kasey excelled in her traineeship with RTO and employer Harness Energy and host Shell QGC.

For Kasey, a traineeship offered the perfect opportunity to get a taste of the industry, rather than signing up for an apprenticeship before she knew what to expect.

Kasey chose the resources sector to learn more about natural gas extraction, particularly about its impact on the environment. Having now completed her traineeship, she is continuing her Workplace Health and Safety studies and is a keen mentor of other Indigenous trainees.

Congratulations Kasey on ALL of your well-deserved Training Aboriginal and Torres Strait Islander Student of the Year Awards!



The recruitment process

Need Help?

A Harness representative will be in touch with you to discuss your interest in the program and support you. We can provide individual support and mentoring to each candidate.

Stage One ONLINE APPLICATION



Online Application

Candidates are asked to register their interest in the program online by submitting their phone number and email at:

harnessenergy.com.au

Stage Two PHONE SCREENING



Phone Screening

Candidates will be interviewed via telephone by a Harness recruitment officer, with reference checks to be carried out by Harness shortly after. Successful candidates will be shortlisted for stage three.

Stage Three FACE-TO-FACE INTERVIEW



Face-to-Face Interview

Candidates will be asked to attend a face-to-face interview with a Harness recruitment officer and the Harness Indigenous mentor.

Successful candidates will be shortlisted for stage four.

Natural Talent Discovery

This stage allows us to find out more about you, your natural talents and your interests to discover the best roles you would be suited for. Candidates will be asked to complete some brief questionnaires which can include behavioural and personality questions. Successful candidates will be shortlisted for stage five.

Stage Four NATURAL TALENT DISCOVERY



Group Interviews

Candidates will be asked to attend a group assessment centres with other short-listed candidates. Successful candidates will be shortlisted for stage six.

Stage Five GROUP INTERVIEWS



Placement Offer

This stage is where indicative approval to the program is granted subject to final reference checks, medical testing including drug & alcohol, and fitness. All candidates will be notified of the recruitment outcome.

Stage Six PLACEMENT OFFER



Successful candidates will be provided with a formal offer and entry to the
INDIGENOUS CAREERS PROGRAM
2022



“ We’ve had a lot of trainees over the years and I believe these trainees and this program, the set-up of it and the calibre has been probably the best I’ve seen. ”

- JAMIE SHORT

General Manager & Owner

RiE Group | Host Contractor 2020 and 2021 programs

As a Workplace Health and Safety Trainee, individuals will work alongside tradespeople in a variety of industries, this may include:

- Electrical
- Mechanical
- Safety
- Warehousing
- Business
- Telecommunications; and
- Process Operations

Successful candidates will be supported on a weekly basis by the Harness Indigenous mentor throughout the duration of their traineeship including during host employer rotations.

Each hosting period will be for 10 weeks per trainee on rotation, for a duration of ten months.

“ Qube Energy participated in the program in 2020 where we had 8 trainees come through the business.

These employees participated in all day-to-day activities within the warehouse. They became a valued team member whilst onsite and provided great work ethics. The Harness program was beneficial to all our team members introducing cultural diversity and insight into the warehousing and logistics space. ”

- JASON KERR

Operations Manager

QUBE Energy | Host Contractor 2020 and 2021 programs

Our Indigenous mentors

We are proud to have two full-time Indigenous mentors as part of our Harness team and leading our Trainees through the Indigenous Careers Program.



Watch Shari's journey here

Shari Eggmolesse

SENIOR INDIGENOUS MENTOR

Shari is a proud Gurang and Bigambul woman who works across Harness' Chinchilla and Toowoomba facilities and is excited to work with and support this year's trainees and hosts.

Shari graduated from the inaugural Western Downs Indigenous Traineeship program in 2020, successfully completing her Certificate III in Workplace Health and Safety and was offered a position with Harness as a trainee mentor for the 2021 program.

Shari's warm and effective communication and her ability to develop rapport quickly with a wide range of people from diverse backgrounds, proved her value to the program, our host contractors and her trainees earning her the promotion to Senior Indigenous Mentor.



About Chinchilla

Located two hours west of Toowoomba on the Warrego Highway, between Miles and Dalby, Chinchilla is known as the melon capital of Australia, producing 25 percent of all Australian watermelons.

Along with the surrounding towns of Brigalow, Kogan and Warra, Chinchilla also has a rich history in fossicking for petrified wood, attracting visitors from all over the world to seek out its own special variety – Chinchilla Red. The Chinchilla Weir is also popular with locals and visitors interested in birdwatching, camping, fishing and water sports.

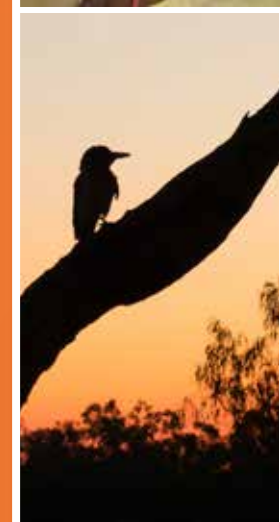
Chinchilla has no shortage of medical facilities, from its own hospital with operating theatre, to private dental practices, general practitioners and specialists.

With plenty of open space and outdoor activities, including the new 4.2 hectare Botanic Parkland adjacent to the town centre, and the refurbished multi-purpose skate park, Chinchilla is a popular town to raise a family. Some apprenticeship roles can be placed in other towns in the Western Downs region including Wandoan and Roma.

Relocation support

With many of Shell's QGC business staff and contractors calling the Western Downs home, we know the region is a fantastic place to live, work and raise a family. We want more of our employees living locally and we know the Western Downs has so much to offer.

Relocating anywhere can be daunting but with the Indigenous Careers program you will be fully supported whether it be through our Indigenous mentors, relocation packs with information on key resources such as schools, services, businesses and community groups, and in some instances financial assistance for relocation, we're confident the transition for individuals and families will be made easier.





1. How do I know if the traineeship is right for me? It can be hard to know if you will enjoy or be successful in your traineeship before you start.

If you have questions, we suggest you speak with our Indigenous mentor(s) to learn more about the industry and discuss your current experience and what you hope to achieve out of a traineeship.

2. What do I need to do to apply?

Register your interest on our website and the Harness mentor will get in touch with you to assist you with submitting your application.

Your application will need to include a cover letter and a resume outlining your interest(s) in the chosen trade and any relevant skills you bring to your traineeship.

Your cover letter is your chance to tell us a little bit about you, why you want the traineeship and what makes you the right fit for the role.

Please also be sure to tell us about what interests you, how you are involved in your local community and why these things will make you a great fit for the Shell's QGC business.

Think of your resume as a collection of your skills and experience. We'd like to see your school and subjects listed along with your grades and any pre-vocational certificates you have completed. Be sure to include any full-time or part-

time work too, along with any work experience or volunteer work where you may have been part of a team. Don't forget to include any clubs or groups you are actively involved in.

You will need to include at least two (2) referees along with their contact details in your resume. A great referee is someone who knows you, your skills and strengths, has managed and/or mentored you, and can tell us about what will make you a great apprentice or trainee. They might be a teacher at school, a supervisor at work, or a coach of a sports team you play for.

3. Who can apply?

We are looking for Indigenous Australians with a genuine interest in the trades. We're looking for people who:

- Have a safety focus;
- Are keen to learn;
- Can adapt to change; and
- Are team players with good communication skills.

You must be able to verify your Indigenous heritage through Elders or a Statutory Declaration.

4. I'm over 21 and considered mature age, can I still apply?

Yes, of course! Harness (and the Shell's QGC business) train mature aged students and trainees – your life experience is incredibly valuable! If you have a genuine interest in the trades and are a team player with good communication skills, we urge you to apply – regardless of your age!

5. How long is the recruitment process and what is involved?

The recruitment and selection process can take up to three months. Candidates will be required to participate in each stage of the selection process to be considered for a traineeship position. Support may be available to help you get to the assessment centres. Please discuss this with the Harness mentors and recruitment officer.

6. What happens at an assessment centre?

The Harness assessment centres are designed to be a comfortable, fun, and safety focussed group interview experience with other candidates, where you will be assessed on your teamwork, communication skills, and practical ability.

7. What happens next if I'm successful?

If you are successful, you will be offered a position via both telephone and email with a copy of your employment contract and relevant onboarding documentation required to commence your Traineeship with Harness.

8. How will I be notified if I'm shortlisted or unsuccessful?

Candidates will be kept updated as to their progress in each stage of the recruitment process either by phone and/or email.

9. What can I expect to be paid?

Your remuneration will vary depending on your age and any previous qualifications you may have obtained. Note that this program offers above Award rates.

On occasion, you will be expected to participate in overtime or rosters during the course of your traineeship and this will be paid at a higher rate depending on the type of overtime. Each year you progress through your traineeship, your pay rate will increase slightly to recognise the additional skills you can now offer the role.

10. What will my hours of work be each week?

Trainee hours may vary depending on the host employer, this may include rosters, above and beyond a 38-hour week. This will be communicated with each individual trainee dependent on placement with each host employer. Please keep in mind this may not include your study commitments which will also vary depending on your progression of your traineeship.

11. Will I need to travel or move closer to different worksites?

There is an expectation that you will live and work within the Western Downs for this program. However, support can be provided for individuals on a case-by-case basis. This will need to be discussed with the Harness Indigenous mentor in the recruitment process.

12. Do I receive a uniform and PPE?

Yes, full PPE will be provided to successful candidates to the program.

13. Do I need a car or licence?

It is a requirement of all positions that you have reliable transport to and from work. While it is preferred that you hold a Provisional Drivers Licence, a Drivers Licence is not required immediately but will need to be achievable in a 24-month timeframe from the commencement of this program.

14. Why are you looking for applications from certain

Traditional Owners groups (*Iman, Bigambul, Mandandanji, Barunggam, Cobble Cobble, Jarowair, Western Wakka Wakka, Yiman, Wakka Wakka, Wulli Wulli, Gangulu, Bailai, Gooreng Gooreng, Gurang, and Taribelang Bunda?*) Shell's QGC business has Indigenous Land Use Agreements with those groups, which provide consent to operate in their traditional areas. In exchange for this consent, Shell's QGC business has a range of obligations to those groups in relation to employment and training.

If you have more questions, we suggest you speak with our Indigenous mentors to learn more about the industry and discuss your current experience and what you hope to achieve out of a traineeship.





IN PARTNERSHIP WITH



Harness exists to realise potential: the potential of our employees, our contractors and our clients. This is the **Harness way!**

A major aspect of this and what we do, is prioritising safety, for our employees, our contractors and our clients.

It is our vision to consistently supply our clients with compliant, well-trained and safe employees; preventing fatalities and injuries, minimising down-time and reducing associated costs, to individuals, families, and businesses.

It is our vision to be the thought leader in safety training and the major player in labour supply across a diverse range of mid-high risk environments and industries.

Harness is incredibly proud to partner with Shell's QGC business for a second year in delivering this incredible program.

Shell's QGC business is located in Queensland in Eastern Australia. We are one of Australia's leading natural gas producers, focused on developing Queensland's world-class onshore gas reserves.

Shell has been operating in Australia since 1901. Today, Shell Australia is focused largely on the upstream sector, especially in the exploration, development and production of natural gas as part of their LNG business.

Your interest in working for Shell Australia is the first step towards a great career that focuses on securing an energy future for generations to come. Shell Australia can offer you a platform from which you can propel your career and work on diverse projects such as the game-changing Prelude FLNG, the industry leading QGC project in Queensland, or a wide range of upstream exploration to development opportunities.



The Indigenous Careers program is managed by Harness Energy, a specialist provider of trained labour as well as safety and induction training specific to the natural gas sector, with over 700 clients utilising our services.

Realise Your Potential

APPLY TODAY

harnessenergy.com.au/IndigenousCareers2022

IN PARTNERSHIP WITH



QGC