



INDIGENOUS
DEVELOPMENT
PROGRAM



NRW CIVIL & MINING



NRW has successfully employed and supported Indigenous people within our Civil and Mining operations since the forming of the company in 1994. NRW recognises that our long-term success depends on the well-being and development of the communities in which we operate. We respect the importance of Indigenous Australian culture and value its diversity.

NRW are committed to engaging with Indigenous communities to provide enduring progressive opportunities. This commitment has come to fruition through the Powerup Program, which gives Indigenous candidates the opportunity to grow a career at NRW and gain valuable experience within the civil and mining industries.

POWERUP PROGRAM



Powerup, NRW's Indigenous pre-employment program, provides opportunities for Indigenous candidates lacking entry level skills to break into the civil and mining industries. Each Powerup Program is tailored to meet specific project requirements and guarantees all candidates employment with NRW on successful graduation.

The Program delivers competency based training using hands-on activities such as driving haul trucks and rollers, including OH&S practices and procedures, which is empowering for the candidates.

Employees participate in a structured training program which may involve the following:

- Up to one week classroom environment.
- Up to two weeks in an operating construction pit or in a production environment.
- Simulation training may also be provided.
- Ongoing mentoring and support by a dedicated trainer and assessor.
- First Response First Aid
- Traffic Control & Management

POWERUP GRADUATE



FINOLLA WOODLEY

"I decided to make a change from my former job, build my skills up and try a new adventure. I took part in the training at the Roy Hill Rail Project, Section 1 and jumped straight onto the roller and began operating. In my career with NRW, I want to aim high and learn how to operate all trucks in order to become a trainer myself and train other Indigenous people. I have a heart for my people and a heart for the company."

"There is nothing like Powerup, it is a great way to work on the mines. NRW are doing a great thing for people who don't have a background in operating. I love it so far and recommend others go out there and grab the opportunity!"

OUR 250TH POWERUP GRADUATE



NEIL MOURAMBINE

In 2014, Neil Mourambine was NRW's 250th Powerup graduate. For 47 year-old Neil, the Program was a major step in a long process of turning his life around.

"I have lived and worked as a gardener and labourer in Port Hedland and as a stockman at the Yandeyarra Station, southeast of Port Hedland for 10 years. My defacto died at a very young – 35 years old – and before she died I promised her I'd stop drinking and smoking if I ever got sick like her. After 30 years I gave it all up when I was diagnosed with diabetes to keep my promise to her."

"Through a local Indigenous employment group, I picked up a few weeks' monitoring work when I was approached by NRW as a potential candidate for Powerup. I quite enjoyed it when I jumped on the machines and started working for NRW."

"I'm currently on the rollers, and in time I'll move onto another machine. It's beautiful. I enjoy it a lot. I'll be here for a long time more."



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