

Case study

Indigenous training and employment



As part of our commitment to having a diverse workforce that represents the communities in which we work, our Western Australia Iron Ore (WAIO) Asset is supporting young Aboriginal and Torres Strait Islander peoples on their journey from classroom to meaningful careers.

School based traineeships

WAIO has identified School Based Traineeships as a key pathway to increase Aboriginal and Torres Strait Islander peoples' employment at its Perth head office. The traineeships are designed to give Aboriginal and Torres Strait Islander secondary students a start in their chosen career and provide a pathway to further employment and/or education.

During the two-year traineeship, trainees work in the office on average one day per week and attend school the rest of the week. They are given on-the-job training and mentoring support throughout their traineeship. On successful completion, trainees are awarded a Certificate II in Business.

Since commencing the program in 2012, WAIO has awarded 10 School Based Traineeships, including seven traineeships to females. Five trainees have successfully completed the program, four have secured ongoing employment with WAIO and one is going on to tertiary studies.

Aboriginal and Torres Strait Islander tertiary scholarships and graduates

The WAIO Indigenous Tertiary Scholarships have been designed to improve access to quality education for Aboriginal and Torres Strait Islander university students, while also helping them reach their academic potential. Each year, a minimum of 15 scholarships are awarded in partnership with the Australian Indigenous Education Foundation, Curtin University and the University of Western Australia.

Since 2009, WAIO has awarded 68 tertiary scholarships (30 females, 38 males) in a range of disciplines, including geology, engineering, health and commerce. The scholarships assist students with their accommodation, living allowance, books and education expenses. To date, 23 scholarship recipients have graduated from university and commenced their careers, with 11 joining the BHP Billiton Foundations for Graduates Program.

WAIO is building a pipeline of future Aboriginal and Torres Strait Islander leaders within the business. Representation of Aboriginal and Torres Strait Islander peoples in WAIO's graduate intake has steadily increased from three per cent in 2012 to 15 per cent in 2015. Since 2012, 32 of these graduates have been employed in roles such as geologists, health advisers, human resource advisors, mining, mechanical and civil engineers.