

*Dream
now*

INDIGENOUS TRAINEESHIPS



RECRUITMENT
BUILDING
TRAINING

The GO2 People Ltd (ASX:GO2) | ACN 616 199 896

Background

The GO2 People Ltd is a leading provider of vertically integrated recruitment, building and training services to industry throughout Australia.

Our day to day operations are underpinned by strong core values and an ethical approach to business principles which drive innovation, collaboration and an ongoing commitment to continuous improvement.



Recruitment

The company's Recruitment Division provides tailored staffing solutions to a range of industries with a client base that includes national and multinational blue-chip organisations across the construction, resources and industrial sectors. The Recruitment Division delivers two specialist services, labour hire and professional recruitment. Combined with our industry leading internal expertise, we offer our clients and candidates a total workforce solution focused on beneficial outcomes to all stakeholders.

Industries GO2 provides services to include:

- Major Infrastructure
- Construction
- Mining/Resources
- Electrical/Energy
- Warehousing/Logistics
- Waste Management

Building

The Building Division operates as a multidisciplinary construction company offering a full range of building, civil, construction and project management services in remote and regional areas of Australia. Our highly qualified team possess an abundance of industry specific knowledge and practical experience to provide specialist delivery of:

- Non-Process Infrastructure (NPI)
- Accommodation Facilities
- Civil Works
- Cyclical Maintenance
- Remote / Regional Commercial
- Remote / Regional Residential

Training

GO2 Skills and Training is a Registered Training Organisation (RTO 40927), nationally accredited to deliver practical workplace training across the construction and mining sectors. As well as offering blue collar traineeships and accredited National Units of Competencies, GO2 Skills & Training delivers industry leading accredited Leadership Development programs.

Since becoming an RTO in 2014, GO2 has invested steadily into content to grow its scope in the training and education sector while successfully training in excess of 3500 students. Flexible training delivery methods allow for minimum disruption to our clients and candidates. Our trainers come with workplace experience to the courses they deliver which ensures relevant learning, specific to the chosen industry.



Opportunity

Dream today for a better tomorrow.

The Dream Now program seeks to provide long term sustainable employment opportunities for Indigenous Australians. Participation in this exciting program provides the perfect platform for successful applicants to develop their professional and personal skills in a practical and relevant environment, with one of Australia's most progressive organisations.

Dream Now will tap into the expertise of all 3 divisions of The GO2 People Ltd (ASX:GO2), providing access to a range of industry leading professionals, all motivated to develop the next generation of Indigenous Australians who will help shape Australia's future.

*Let's realise our dreams
Together and Dream Now!*



About The Traineeship

The GO2 People (GO2) has a desire to undertake initiatives aimed at improving employment opportunities for Aboriginal and Torres Strait Islander peoples.*

GO2's DreamNow Program commences in 2019 as an initiative to improve employment outcomes for Aboriginal people under the commitment of The GO2 People's Strategic Plan. The program is a combination of an employment, training, mentoring and support service and is centrally coordinated by GO2.

Over the next 3 years, the traineeship program aims to provide training and employment opportunities for more than 100 promising young Aboriginal people to undertake a traineeship and begin a career in the construction or mining industries.

The program is offered to Aboriginal people across the metropolitan and regional areas in WA and provides the opportunity to develop the skills and competencies of young Aboriginal people through accredited training. The possibility also exists for ongoing employment across the construction or mining industries. Under the program, all trainees will:

- Be employed by GO2 for a period of 12 months.
- Earn a trainee wage, based on the relevant industry Award.
- Be hosted by either GO2 or various construction or mining companies in WA.
- Receive support, including mentoring through GO2 to complete the traineeship.
- Develop relevant skills (See Appendix B for an example resume development).
- Work towards the completion of a nationally recognised qualification, entitled;
 - RII20715 - Certificate II in Civil Construction, or;
 - CPC20112 - Certificate II in Construction, or;
 - RII20215 - Certificate II in Surface Extraction Operations

Eligibility

To be considered for the program, applicants must:

- Identify as Aboriginal and/or Torres Strait Islander.
- Have completed a minimum of Year 10 of schooling or equivalent.
- Have a current residential address in Western Australia.
- Be committed to working full-time for 12-months in a variety of locations throughout WA.

* Respectfully referred to in this document as Aboriginal people.



Elements

The program is comprised of the following five elements.



ATTRACTION, SELECTION AND RECRUITMENT

GO2 will seek expressions of interest and nominations to participate in the program. GO2 will undertake a process to select and appoint successful candidates to the program.



INDUCTION PROGRAM

Prior to commencement, trainees will participate in an induction session coordinated by GO2. This induction session will focus on preparing trainees for the training experience and ensuring workplace readiness.



TRAINEESHIP COMMENCEMENT

Upon completion of the induction session, trainees will commence their traineeship for a period of up to 12-months. All trainees will participate in a 2-week full time, classroom block of initial training.



EMPLOYMENT AND MENTORING

Upon completion of the initial 2-week training block, trainees will commence work either within the GO2 Group of companies or with a GO2 Recruitment client on a labour hire basis. Mentoring will be a constant feature of the program to ensure positive outcomes.



TRAINEESHIP COMPLETION

On successful completion of the program GO2 will liaise with host employers and others to negotiate ongoing employment opportunities. The trainees will be presented with one of the following certificates:

R1120715 Certificate II in Civil Construction

CPC20112 Certificate II in Construction

R1120215 Certificate II in Surface

Extraction Operations



Element 1: Attraction, selection and recruitment

GO2 will undertake a recruitment process to select and appoint successful candidates to the program. Potential applicants will need to register their interest by visiting www.thego2people.com.au and selecting 'DreamNow Applications', then applicants must enter their details and provide a current resume. Once registered, applicants will be referred to the DreamNow Selection Committee for consideration. Should they be shortlisted, applicants will be contacted to undergo a selection process. The selection process, facilitated by the Selection Committee, will include:

- Phone interviews
- Attending an assessment session to undertake written and verbal assessment activities (those in regional areas will be required to undertake this assessment session via a video conference at an appropriate venue).

All candidates will be notified of the outcome of the selection process. Depending on the requirements of each individual project, the candidate may be required to undergo specific employment screening with host employers. Screening may include:

- Medical screening
- National Police Certificate
- Working with Children Check

Any negative findings that may occur will not preclude trainees from being part of the program.

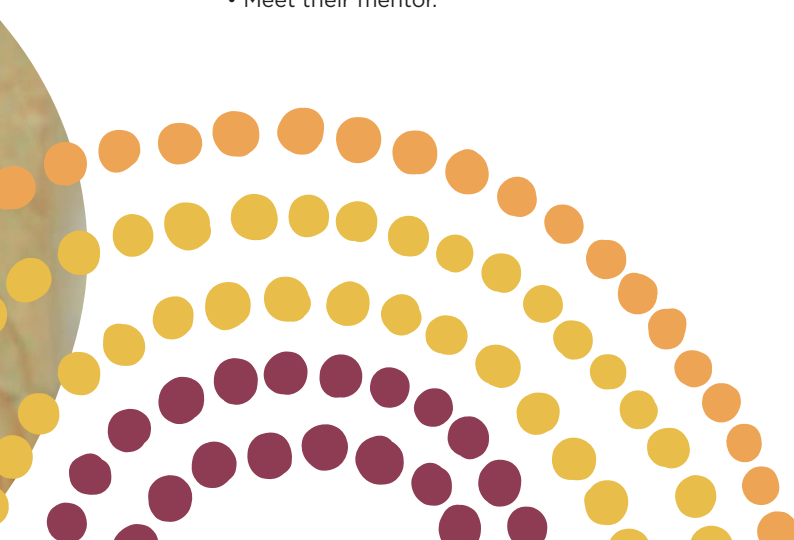
Information sessions

Candidates registered will be sent an invite—via email—to attend an information session prior to selection.

Element 2: Induction

Successful applicants for the program will participate in a 2-week classroom induction and training program run by GO2. This block will focus on workplace readiness and the commencement of their training journey. During this block candidates will:

- Receive and sign a training and employment contract, along with other relevant documents.
- Learn about the working environment and their roles and responsibilities as a trainee.
- Receive an outline of the units required to be completed in order to satisfy the requirements for the qualification.
- Meet their mentor.



Element 3: Traineeship Commencement

Following the induction, trainees will continue to follow the training plans provided by GO2. Trainees will complete the following units of competency during their training:

RII20715 - Certificate II in Civil Construction

RIIBEF201D	Plan and Organise work
RIICCM201D	Carry out measurements and calculations
RIICCM202D	Identify, locate and protect underground services
RIICCM203D	Read and Interpret plans and specifications
RIICCM205E	Carry out manual excavation
RIICCM207D	Spread and compact materials manually
RIICOM201D	Communicate in the workplace
RIISAM203D	Use hand and power tools
RIISAM204D	Operate small plant and equipment
RIIWHS201D	Work safely and follow WHS policies and procedures
RIICCM206D	Support plant operations
RIICCM208D	Carry out basic levelling
RIICCM211D	Erect and dismantle temporary fencing and gates
RIICRC201D	Repair potholes
RIIWHS205D	Control traffic with a stop-slow bat
RIIMPO318E	Conduct skid steer loader operations

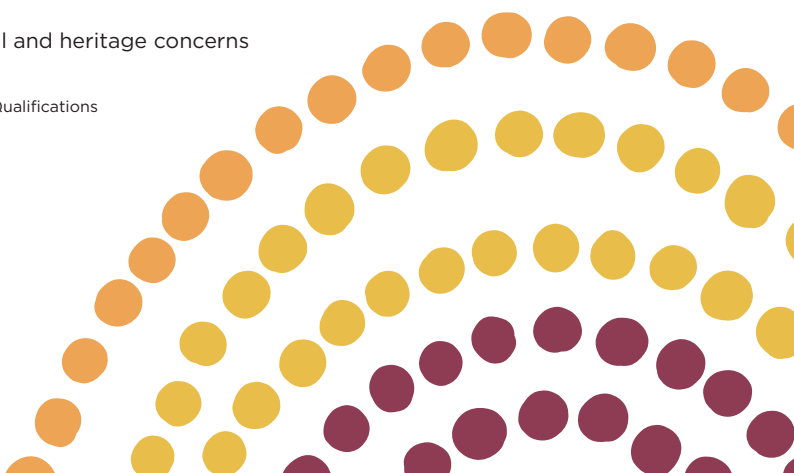
CPC20112 - Certificate II in Construction

CPCCCM101A	Work effectively and sustainably in the construction industry
CPCCCM1013A	Plan and organise work
CPCCCM1014A	Conduct workplace communication
CPCCCM1015A	Carry out measurements and calculations
CPCCCM2001A	Read and interpret plans and specifications
CPCCCM2005B	Use construction tools and equipment
CPCCCM2006B	Apply basic levelling procedures
CPCCCM2010B	Work safely at heights
CPCCCO2013A	Carry out concreting to simple forms
CPCCOHS2001A	Apply OHS requirements, policies and procedures in the construction industry
CPCCCM2002A	Carry out excavation
CPCCCM2008A	Erect and dismantle restricted height scaffolding
RIIWHS202D	Enter and work in confined space
RIIWHS205D	Control traffic with a stop-slow bat
RIIWMG203D	Drain and dewater civil construction site

RII20215 - Certificate II in Surface Extraction Operations

RIIBEF201D	Plan and Organise work
BSBSUS201	Participate in environmentally sustainable work practices
RIICOM201D	Communicate in the workplace
RIIRIS201D	Conduct local risk control
RIIWHS201D	Work safely and follow WHS policies and procedures
RIIGOV201D	Comply with site work processes/procedures
RIISAM202D	Isolate and access plant
RIIVEH201D	Operate light vehicle
RIIENV201D	Identify and assess environmental and heritage concerns

See Appendix A to see an example of the training plans for the above Qualifications



Element 4: Employment and Mentoring

Following the induction, trainees will commence work at GO2 or a suitable host company. Trainees will be employed on a fixed-term contract by GO2 (as the employer) for a period of 12-months. This means trainees are a full-time employee for a specific period of time (which will be outlined in their employment contract). Trainees are entitled to the same benefits as a full-time permanent employee but on a pro-rata basis, meaning they can only access particular entitlements as they accrue them.

Through the duration of the program, GO2 is responsible for the trainee's salary and maintaining their leave entitlements. Trainees will be undertaking a nationally recognised industry qualification through a combination of theory based as well as on-the-job learning and can look forward to:

- Introductory knowledge and practical work experience in either the Construction or Mining industries.
- Undertaking tasks in line with their assigned roles and working as part of a team.
- Undertaking training with support to build valuable work and personal life skills and confidence.
- Receiving support and mentoring from GO2's aboriginal staff.
- Receiving a wage for the hours worked.

The trainee's mentor will conduct workplace visits to support the trainee and their host company throughout the duration of the program and are available for any queries or issues they may face.

Mentoring and Support of Participants

GO2 and GO2's Mentor will look to support the participants in the following ways:

- Course travel Support which may include transport of getting to and from course (Fuel cards, Bus tickets and Smart Rider).
- Mentoring support plans including regular face to face visits.
- On the job support which may include transport of getting to and from work (Fuel cards, Bus tickets and Smart Rider).
- Understanding the obligations and expectations of the employer and familiarize themselves with workplace and industry specific issues.
- Identification of issues that may impact upon a participant's work or training, and discussion of those with the participant.
- Assisting the participant to communicate with their Employer, including speaking on behalf of the Participant where requested by the Participant.
- Assistance and support with personal issues.
- Assistance or advice on any other topic related to a Participant's employment and/or training, as requested by a participant.
- Financial planning support.

Cross-cultural Awareness Training

GO2 and other Host Employees must promote cross-cultural awareness across their business. GO2 will continue to undertake regular cultural awareness training for all Employees and will make available the appropriate opportunities for other Host Employers to access the same training. The promotion of cross-cultural awareness includes activities designed to:

- Increase staff and contractor awareness of their personal responses to cultural differences.
- Assist staff and contractors to develop an appreciation, knowledge and understanding of the histories, lifestyles, values, beliefs and experiences of Aboriginal People.
- Develop and enhance ways of improving staff and contractor's professional approach to Aboriginal People in a culturally appropriate, relevant and respectful way with in the context of the organization.

Element 5: Traineeship completion

To complete the requirements for the qualification, trainees must:

- Successfully complete all core and elective units.
- Complete all workplace tasks allocated by the host supervisor, aligned with the competency and assessment requirements for the qualification to industry standards.
- Complete a portfolio of evidence based on daily work aligned with the assessment requirements.
- Undertake workplace assessment by the Registered Training Organisation (RTO) assessor.

On successful completion, trainees will be supported in securing ongoing employment and awarded one of the following certificates;

RII20715 - Certificate II in Civil Construction, or;
CPC20112 - Certificate II in Construction, or;
RII20215 - Certificate II in Surface Extraction Operations

The program is an intensive 12-month program and GO2 hosts a graduation ceremony to celebrate the achievements of each trainee. Special guest speakers, family members and a host Employers' representatives are all invited to attend where trainees will also receive their qualification.





Appendix A

Indicative Timeline - Certificate II in Civil Construction

WEEK	SKILL SET
1 and 2	DreamNow Pre-Employment Program held offsite, an introduction to; <ul style="list-style-type: none"> • Communicate in the Workplace • Plan and Organise Work • Carry out Measurements and Calculations • Read and Interpret Plans and Specifications • Work Safely and Follow WHS Policies and Procedures
3-52	Work placement begins and trainee is signed into Traineeship
3-6	Introduction to Carry out Manual Excavation and Identify, Locate and Protect Underground Services
7	Carry out Manual Excavation assessment
8-11	Introduction to Spread and Compact Materials Manually
12	Spread and Compact Materials Manually Assessment
13-16	Introduction to Use Hand and Power Tools
17	Use Hand and Power Tools Assessment
18-21	Introduction to Carry Out Basic Levelling
22	Carry Out Basic Levelling Assessment
23-26	Introduction to Operate Small Plant and Equipment
27	Operate Small Plant and Equipment Assessment
28	Second training block in the classroom to assess the following units and ensure momentum in the learning journey: <ul style="list-style-type: none"> • Communicate in the Workplace • Plan and Organise Work • Carry out Measurements and Calculations • Read and Interpret Plans and Specifications • Work Safely and Follow WHS Policies and Procedures
29-32	Introduction to Support Plant Operations
33	Support Plant Operations Assessment
34-37	Introduction to Control Traffic with a Stop Slow Bat
38	Control Traffic with a Stop Slow Bat Assessment
39-42	Introduction to Erect and Dismantle Temporary Fencing and Gates
43	Erect and Dismantle Temporary Fencing and Gates Assessment
44-47	Introduction to Repair Potholes
48	Repair Potholes Assessment
49-52	Introduction to Conduct Skid Steer Loader Operations
53	Conduct Skid Steer Loader Operations Assessment
54	Graduation

All training will be supported by regular touch points with a GO2 Trainer and/or Indigenous Mentor

Indicative Timeline - Certificate II in Construction

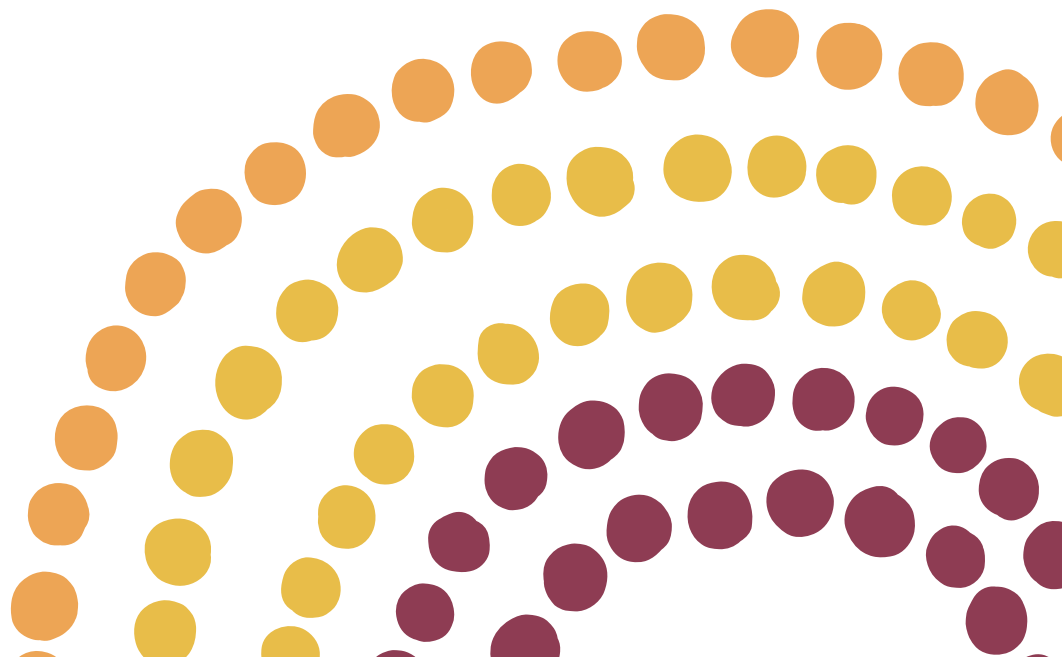
WEEK	SKILL SET
1 and 2	DreamNow Pre-Employment Program held offsite, an introduction to; <ul style="list-style-type: none"> • Work effectively and sustainably in the construction industry • Plan and organise work • Conduct workplace communication • Carry out measurements and calculations • Apply OHS requirements, policies and procedures in the construction industry
3-52	Work placement begins and trainee is signed into Traineeship
3-6	Introduction to Read and interpret plans and specifications
7	Read and interpret plans and specifications assessment
8-11	Introduction to Use construction tools and equipment
12	Use construction tools and equipment Assessment
13-16	Introduction to Apply basic levelling procedures
17	Apply basic levelling procedures Assessment
18-21	Introduction to Work safely at heights
22	Work safely at heights Assessment
23-26	Introduction to Carry out concreting to simple forms
27	Carry out concreting to simple forms Assessment
28	Second training block in the classroom to assess the following units and ensure momentum in the learning journey <ul style="list-style-type: none"> • Work effectively and sustainably in the construction industry • Plan and organise work • Conduct workplace communication • Carry out measurements and calculations • Apply OHS requirements, policies and procedures in the construction industry
29-32	Introduction to Control traffic with a stop-slow bat
33	Control traffic with a stop-slow bat Assessment
34-37	Introduction to Carry out excavation
38	Carry out excavation Assessment
39-42	Introduction to Erect and dismantle restricted height scaffolding
43	Erect and dismantle restricted height scaffolding Assessment
44-47	Introduction to Enter and work in confined space
48	Enter and work in confined space Assessment
49-52	Introduction to Drain and dewater civil construction site
53	Drain and dewater civil construction site Assessment
54	Graduation

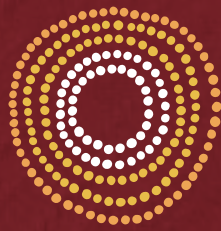
All training will be supported by regular touch points with a GO2 Trainer and/or Indigenous Mentor

Indicative Timeline - Certificate II in Surface Extraction

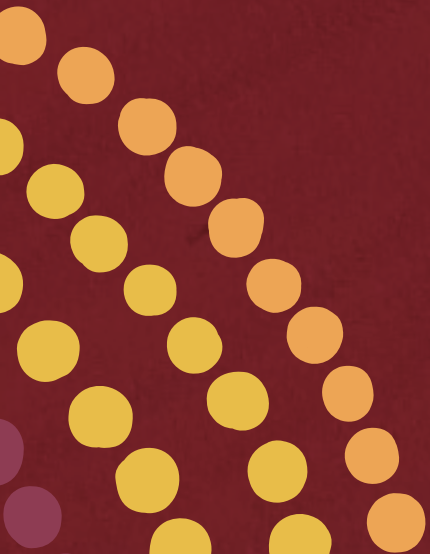
WEEK	SKILL SET
1 and 2	DreamNow Pre-Employment Program held offsite, an introduction to; RIICOM201D Communicate in the workplace RIIRIS201D Conduct local risk control RIIWHS201D Work safely and follow WHS policies and procedures
3-52	Work placement begins and trainee is signed into Traineeship
3-11	Introduction to Plan and Organise work
12	Plan and Organise work Assessment
13-21	Introduction to Participate in environmentally sustainable work practices
22	Participate in environmentally sustainable work practices Assessment
23-26	Introduction to Comply with site work processes/procedures
27	Comply with site work processes/procedures Assessment
28	Second training block in the classroom to assess the following units and ensure momentum in the learning journey; RIICOM201D Communicate in the workplace RIIRIS201D Conduct local risk control RIIWHS201D Work safely and follow WHS policies and procedures
29-37	Introduction to Isolate and access plant
38	Isolate and access plant Assessment
39-47	Introduction to Operate light vehicle
48	Operate light vehicle Assessment
49-52	Introduction to Identify and assess environmental and heritage concerns
53	Identify and assess environmental and heritage concerns Assessment
54	Graduation

All training will be supported by regular touch points with a GO2 Trainer and/or Indigenous Mentor





Appendix B



The following example is of a candidate resume before and after the DreamNow program.

Candidate X

Address | Contact Information



OBJECTIVE To seek long term, full time employment in the construction industry.

SKILLS & ABILITIES The Participant has a willingness to learn.

EXPERIENCE **Volunteer - Grow WA - January 2018 - December 2018 (12 Months)**
During this project, the participant was involved in basic labouring, manual excavation, operating compactor, assisting tradesman with installing signs and housekeeping.

REFERENCES **Jessica Smith - Centrelink Case Manager**
0411 593 808

Candidate X

Address | Contact Information



AFTER

OBJECTIVE To continue a development pathway in the civil construction industry by gaining full time, long term employment.

SKILLS & ABILITIES The Participant demonstrated a willingness to learn and has been exposed to basic civil construction skills through a specifically designed training program that ran in conjunction with a construction project.

EXPERIENCE **Civil Construction Labourer / Skid Steer Loader Operator**
The GO2 People - January 2019 – December 2019 (12 Months)

During this project, the participant was involved in manual excavation and compaction, installation of road furniture using hand and power tools, operation of small plant and equipment such as generators, concrete vibers, and compactors, traffic controlling, erecting temporary fencing and repairing pot holes. In the last 3 months of Cyril's employment, he was passed out on the skid steer loader and moved materials around site.

Volunteer

Grow WA - January 2018 – December 2018 (12 Months)

During this project, the participant was involved in basic labouring, manual excavation, operating compactor, assisting tradesman with installing signs and housekeeping.

EDUCATION **GO2 SKILLS AND TRAINING, SITE BASED LEARNING**

2019 – RII20715 - Certificate II in Civil Construction

- RIIBEF201D - Plan and Organise Work
- RIICCM201D - Carry out Measurements and Calculations
- RIICCM202D - Identify, Locate and Protect Underground Services
- RIICCM203D - Read and Interpret Plans and Specifications
- RIICCM205E - Carry out Manual Excavation
- RIICCM207D - Spread and Compact Materials Manually
- RIICOM201D - Communicate in the Workplace
- RIISAM203D - Use hand and Power Tools
- RIISAM204D - Operate Small Plant and Equipment
- RIIWHS201D - Work Safely and Follow WHS Policies and Procedures
- RIICCM206D - Support Plant Operations
- RIICCM208D - Carry Out Basic Levelling
- RIICCM211D - Erect and Dismantle Temporary Fencing and Gates
- RIICRC201D - Repair Potholes
- RIIWHS205D - Control Traffic with a Stop-Slow Bat
- RIIMPO318E - Conduct Skid Steer Loader Operations

2019 - CPCCOHS1001A - Work safely in the construction industry

2019 - HLTAID001 - Provide cardiopulmonary resuscitation

2019 - HLTAID003 - Provide first aid

2019 - RIIWHS202D - Enter and work in confined spaces

2019 - RIIWHS204D - Work safely at heights

2019 - Basic Work Health and Safety

2019 - Manual Handling

2019 - Eye Safety Awareness

2019 - Hand Safety Awareness

2019 - Journey Management Planning

2019 - Fatigue Management

2019 - Falling Objects

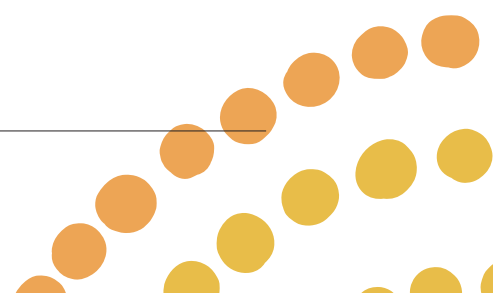
2019 - Smoke Free Workplaces

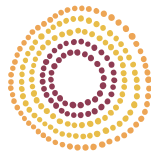
2019 - Hand and Power Tools

2019 - Thermal Hazards

REFERENCES **Billy Ferreira - Managing Director**

The GO2 People
 0411 593 808





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