

NWHA Diversity & Inclusion

Design: Annual Action Plan Progress & Performance Report

December 2024





1. Acknowledgement of Country

We acknowledge and respect the traditional custodians of the land on which we live, work, and gather.

We recognize the enduring connection that Aboriginal and Torres Strait Islander peoples have with the land and honor their rich cultures, histories, and contributions.

We pay our respects to their elders—past, present, and emerging—and extend our respect to all First Nations people.

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1. Executive Summary





1. Executive Summary

The North West Hub Alliance (NWhA) Diversity and Inclusion Management Plan (DIMP) provides a framework, strategy, and procedures for managing Diversity and Inclusion (D&I) programs and actions during the design and construction phases of the project. The DIMP aligns with Sydney Water's D&I commitments, as well as those of Alliance Partners and NSW Government agencies.

The NWhA presents a significant opportunity to promote diverse and inclusive jobs, as well as skills within the workforce and supply chain. Achieving success depends on a collaborative approach. The NWhA DIMP outlines targets, actions about how these commitments will be met while addressing key NSW Government and Federal Government policies, and skills challenges.

This report outlines NWhA's progress regarding DIMP commitments, focusing on "SMART" targets and performance against the action plan. It also highlights the key diversity and inclusion activities that have been undertaken so far.

2. NWAHA Diversity Inclusion Key Highlights



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Workforce Diversity Progress Reporting Table – December 2024

Diversity Metric	Target (min to exemplary)	Project to Date Total (as at Dec-24)
Project Total Headcount	No Target	773
% of Total Aboriginal Participation (AP) Spend (%)* (*Program Wide, Rouse Hill & Riverstone)	3%	0.13%
% of Aboriginal employees	>1% - >3%	1.44%
% Women on the Project	>15% - >40%	27%
% Women in Leadership	>20% – >40%	14%
% of Employees with disability	>1% - 3%	1.29%
% of Culturally and linguistically diverse workers	>4% - >10%	10.22%
Programs and strategies in place to encourage local and participation engagement traineeships, and mentor programs within local areas Refer to Attachment 1 for more information	>1 - >5	13
Graduate Placements	No Target	3
Work placements per annum from people over 16 years of age	No Target	4

2024 Diversity and Inclusion Snapshot



3%
Target spend First
Nation Supply Nation or
equivalent businesses



4

Social Procurement &
Employment Support
Partners



1.44%
First Nations
Employment
Achieved



**Women in
Construction**

- **27%** WIC
- **14%** Leadership



10%
CALD
Asylum Seekers,
Refugees



1%
People with
Disability

10

Days of significance
included into NWA
D& Calendar



13>
Employment
Events



Carers
Support Services
National Carers
Week - Oct



Key Highlights Diversity & Inclusion Activities



2024 Job Readiness Civil Construction Program – Refugees & Asylum Seekers

NWHA participated in the delivery of the SydWest, TAFE NSW Civil Construction 8 Week Pre-Employment Program in collaboration.

The Civil Construction program provided 16 CALD participants with a comprehensive foundation of knowledge and skills necessary to enter the construction industry and pursue a successful career in civil construction. The program included career talks, site tours, career networking lunches, CV building, interview preparation, and speeches from graduates.

One participant stated, "It might have been an 8-week course, but to me, it was a lifetime. I've learned from my classmates who have experienced what I have".

The program concluded with a graduation ceremony and a career networking lunch.

Social impact:

- More job opportunities for CALD participants in construction.
- Improved skills in civil construction – learning in safe and supportive environment
- Better career prospects through job ready training and networking with industry professionals.
- Increased confidence and self-esteem.



Employment Outcomes

2

clients are working for John Holland

4

clients are working with other construction companies

5

clients are working within transport and logistics

5

clients pursuing further studies



Total number of participants
16

Gender breakdown



7

females



9

males

Countries of birth

- Sudan
- Guinea
- Syria
- Afghanistan
- Iran



Key Highlights Diversity & Inclusion Activities



2024 Job Readiness Civil Construction Program – Refugees & Asylum Seekers

NWHA participated in the second delivery of the SydWest, TAFE NSW Civil Construction 9 Week Pre-Employment Program in collaboration.

The Civil Construction program provided 14 CALD participants. Course included:

- Communication skills
- Civil Construction terminology
- Workplace safety hazards
- Resume, interview practice and mock interviews
- Site tour and career talks
- White card training

14 students graduated and received a TAFENSW Statement of Attainment in Job readiness for working in Construction in Australia.

This year the Glascott Group participated in the program and is hiring one of the graduates from the program.

Social impact:

- Increased employment opportunities – helps address unemployment and construction industry skills shortages
- Skill development – communication, industry knowledge, workplace safety, job readiness
- Improved career prospects – certificate enhances their employability and career prospects in the construction industry.



Key Highlights Diversity & Inclusion Activities



2024 Job Readiness Civil Construction Program – Refugees & Asylum Seekers – Guest Speaker

Last year's graduate, Noushin, was invited as a guest speaker for this year's program.

Originally from Iran, she worked as a Civil Engineer and earned her bachelor's and master's degrees in engineering and construction management.

Recently, she completed a Diploma of Project Management and a Certificate IV in Project Management after participating in last year's Job Readiness Civil Construction Program. Noushin then secured a Procurement Coordinator role with NWA.

As a guest speaker this year, Noushin shared her background, her motivation for joining the program, and how it has shaped her career, along with advice for graduates on seeking employment opportunities.

Social impact:

- Sharing experiences can inspire and motivate graduates.
- This story highlights how a pre-employment program can lead to successful careers.
- Noushin can promote the program, encouraging more participation and improving access to construction job opportunities.
- This effort supports graduates in their career journeys.



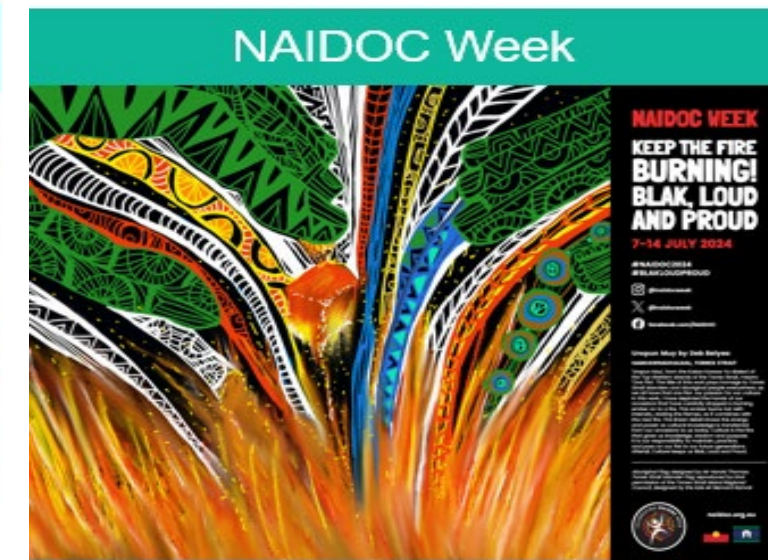
Image: L/R Glascott, TAFENSW, Noushin, JHG

Key Highlights Diversity & Inclusion Activities



Days of Significance

- International Women's Day
- Harmony Day
- NAIDOC Week Celebration
- NRW
- Pride Month
- Wear it Purple Day
- Refugee Week
- National Carers Week
- IDoEVAW
- IDPwD



Wear It Purple Day – Your
Passion Your Pride



Key Highlights Diversity & Inclusion Activities



D&I Activities

- One on One Leadership Coaching
- Emerging Leadership Program x 1 Senior Female Leader
- Sydney Water Youth Eco Summit
- Western Sydney Regional Settlement Consortium
- WaterAid Winnovators Program
- Industry Connections Day Warragamba Dam – Castle Hill High School
- Indigenous Business Month – Yarpa Hub

Youth Eco Summit 2024



Warragamba Dam



WSR Settlement Consortium



NORTH WEST HUB ALLIANCE

THE SALVATION ARMY XMAS DRIVE

DECEMBER 13TH, 2024

We are excited to announce our Xmas Drive for The Salvation Army, where we come together as a team to make a positive impact on the lives of those facing food insecurity.

DROP-OFF LOCATION
52 Alfred St, Milsen's Point
Under the Christmas Tree!
Please bring all donations from site into Milsen's Point by Friday 8am.

ITEMS NEEDED

- ▶ Canned Food, Spreads
- ▶ Shampoo, Conditioner, Sanitary Items, Soap
- ▶ Deodorant, Toothpaste, Bodywash, Razors
- ▶ Dry Cereals, Pastes, Oats, Instant Noodles
- ▶ Long life milk, Sugar, Flour
- ▶ Biscuits, Lollies, Chocolates, Popcorn
- ▶ Cooking Oils, Coffee, Tea bags
- ▶ Tissues, Juice

Indigenous Business Month



End

