



# Reflect Reconciliation Action Plan



The MiGroup Australia group of brands offers interrelated services in employment, training and recruitment



## OUR COMMITMENT

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land.

We commit to listening and learning with an open heart and an open mind to continue to grow our collective understanding and awareness.

Through our actions we strive to honour Aboriginal and Torres Strait Islander histories, cultures and traditions.

Our commitment is to find ways to demonstrably and authentically connect with Aboriginal and Torres Strait Islander peoples to grow workforce participation through apprenticeship pathways.



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# A MESSAGE FROM THE ARTIST



Stephen Hogarth

I have always been creative...I am sure my parents could tell some good stories about me. I can remember writing my own stories, creating my own entertainment and exploring my surroundings whether it be the backyard or in my case, while growing up on a farm or the bush.

I get my inspiration from our country. As a traveller I've seen most of this country, I get inspired by the people and the land that we take for granted. I like meeting new people, when I worked at Tribal Gallery (February 2005 to July 2007) I met many people from all over the world.

I worked for Footsteps Gallery from 2007 to 2009, which I enjoyed immensely. I have and still am learning a lot from Aunty Nancy Bamaga and Bridget Garay who are amazing women and have done so much for Indigenous culture and people.

## MEANING BEHIND THE ARTWORK

Our business is the centre circle. The 'U' shapes are people, that's you. We are reaching out to the community and the community is reaching in.

The outer circles are community and travel lines between them. As you can see, they reach to each other but also to the inner circle, these lines go both ways.

The other outer circles are the ones that need support, and they will get that soon with our help.

The people I meet are very kind and very eager to know about Aboriginal culture and my art works, by talking about my art I keep the Aboriginal culture alive and give people an insight about it.

The main reason I paint is to share with others. I've had such a big response it's hard to believe for me, with paintings in England, America, Ireland, Germany, China, Switzerland just to name a few.

Since 2014 I have been worked with Aunty Nancy Bamaga and her business Nguin Warrup doing exciting projects including Black Drum Arts and Cultural Markets.

A personal highlight for me is being the Artist that designed the Queensland Reds Jersey from 2012 to 2015, and I was chosen as the Artist for the Indigenous Guernsey for the Brisbane Lions in 2015 and 2015. It was a huge honour to be part of their first Indigenous match.



# FOREWORD

This Reconciliation Action Plan (RAP) is one small step towards reconciliation, and an important milestone for our organisation. For over 35 years we've employed, trained and developed apprentices and trainees in traditional trades and trades-related industries. We are at the frontline of creating access to employment and learning opportunities around Australia.

Encouraging, nurturing, developing, mentoring...these are the words we use to describe what we do every day. That's why we are perfectly positioned to make a demonstrable impact on the future diversity and inclusion within Australia's workforce.

Guided by this RAP, our intent is to advance access to apprenticeship employment pathways for Aboriginal and Torres Strait Islander peoples.

Through developing respectful partnerships, educating ourselves and others, and taking purposeful actions, we hope to make meaningful progress towards reconciliation.

The journey towards achieving our RAP goals is reflected in our operational business planning and its implementation will be guided by our organisational values.

Championed by the Board of Directors and governed by a committed and talented working group, I'm proud to launch our Reflect Reconciliation Action Plan.



**David Hoey**

Chief Executive Officer, MiGroup Australia



# A MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia congratulates MiGroup on continuing its reconciliation journey by formally endorsing MiGroup's Reflect Reconciliation Action Plan (RAP). The previous two Reflect RAP's being completed as MiGAS with this third Reflect RAP expanding the foundations of the program across the MiGroup.

Through this plan, MiGroup continues to play an important role in a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables MiGroup to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations MiGroup on your third Reflect RAP, and I look forward to following your continuing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



# WHO WE ARE



We are a **MiGroup** – a collection of cross-sectoral, interrelated, not-for-profit brands dedicated to transforming Australia’s training and employment services sector. Our mission is to create “Careers with Purpose” by nurturing the self-belief, innate talent, and career aspirations of Australia’s future trades and trades-related workforce.

Through three distinct brands – **MIGAS Apprentices & Trainees** (MIGAS), **MiTraining**, and **MiRecruit** – we deliver cohesive and complementary services across Australia, with office locations in Brisbane, Toowoomba, Chinchilla, Maitland, Liverpool, Melbourne, Adelaide, and Perth.

MIGAS empowers Australian apprentices to launch successful trade careers. Since 1988, MIGAS has connected thousands of apprentices and trainees with the right jobs, paving the way for lifelong careers. Originally established as the “Manufacturing Industries Group Apprenticeship Scheme,” we now support a broad range of trades and related industry sectors.

MiTraining, our boutique Registered Training Organisation (RTO), provides vocational training pathways for trainees entering the workforce. It also offers a dynamic suite of training topics for organisations, focusing on psychosocial safety and neurodiversity, informed by global trends and research.

MiRecruit delivers customised recruitment solutions to the trades sector, drawing on 36 years of employment expertise. Our focus is on creating apprenticeship job pathways both within and adjacent to our Group Training service, ensuring the sustainability and growth of Australia’s skilled workforce.

Over the years, we have proudly helped thousands of Australians become qualified and skilled tradespeople through apprenticeship or traineeship pathways. Our deep understanding of what it takes to build a rewarding career in trades drives our commitment to matching individuals with the right job, providing necessary training and support, and helping them achieve their career goals.

We are deeply proud of our commitment to inclusion and the participation of Aboriginal and Torres Strait Islander peoples, with 37 of the MIGAS workforce identifying as Aboriginal and Torres Strait Islander peoples.

Additionally, we emphasise diversity through various programs, including school initiatives, support for women in trades, and dedicated employment pathways for Aboriginal and Torres Strait Islander peoples. These programs ensure that everyone, regardless of their background, has the opportunity to pursue a career in the trades industry.

# OUR RAP



## **Reflect Reconciliation Action Plan: October 2024 – March 2026**

At MiGroup, we envision a future where the richness of Aboriginal and Torres Strait Islander cultures and histories are deeply integrated into the fabric of our organisation and the broader trades industry.

We are committed to creating an environment where respect, equity, and inclusion are foundational principles. Our long-term goal is to empower Aboriginal and Torres Strait Islander peoples through meaningful employment and educational opportunities, fostering a diverse and thriving workforce that leads the way in embracing and celebrating cultural diversity and reconciliation.

Our commitment to advancing reconciliation aligns with our Strategic Intent to connect Aboriginal and Torres Strait Islander peoples with employment opportunities. We aim to achieve this through collaboration with Traditional Custodians, fostering cultural awareness, and creating equitable opportunities within our workplace and the wider industry.

## **Implementation Approach for Our Reflect RAP**

The implementation of our Reflect RAP will continue to be led by our National RAP Working Group, consisting of members from our Group Leadership Team and other key staff, including a designated Cultural Support Officer. This group will be responsible for driving our reconciliation initiatives, monitoring progress, and ensuring that our actions are impactful and respectful.

We will also continue to engage with Aboriginal and Torres Strait Islander stakeholders and organisations to guide our efforts and ensure that our approach is culturally informed and genuine. Our RAP Champion is Raleigh Wallace, National Programs & Placements Manager.

This marks our third Reflect RAP, a testament to our ongoing commitment to reconciliation. Throughout the implementation of these Reflect RAPs, we have faced both challenges and successes. As a national organisation operating across Queensland, New South Wales, Victoria, South Australia, and Western Australia, one of our primary challenges has been identifying and connecting with the various Aboriginal and Torres Strait Islander organisations in these diverse regions. However, these challenges have provided us with valuable opportunities to learn and adapt our strategies, allowing us to create tailored engagement approaches suitable for each location.

Our journey has been marked by significant successes, and while challenges have arisen, we have advanced as an organisation through our Reflect RAPs. This progress has allowed us to establish strong partnerships with Traditional Owners and Aboriginal and Torres Strait Islander networks. These relationships have deepened our understanding and appreciation of Aboriginal and Torres Strait Islander cultures, reflecting our ongoing commitment to reconciliation.



# OUR RAP

## Relationships

We have formed strong relationships with Traditional Owners, local Aboriginal and Torres Strait Islander communities, and key First Nations organisations in Brisbane, which serves as our administration hub. We intend to extend and nurture these relationships across our other operating areas in relation to our national operating footprint.

By applying the learnings and engagement practices we've developed at a local level, we will adapt and implement strategies in our other key branch locations where there are opportunities to engage with our clients and stakeholders. This approach ensures we maintain an equitable and respectful engagement process with Aboriginal and Torres Strait Islander stakeholders across Australia.

## Respect

Our cultural protocols, initially established through our National Reconciliation Week and NAIDOC Week activities, have provided us with a greater understanding of approaches to respectfully acknowledge and incorporate Aboriginal and Torres Strait Islander cultures within our organisation.

Moving forward, we will work closely with our clients to emphasise these cultural protocols seeking opportunities to foster culturally safe workpractices that underpin the acknowledgement and respect for contributions of Aboriginal and Torres Strait Islander peoples.

## Opportunities

Through the delivery of our Reflect RAPs, MiGroup has gained valuable insights as a business, enabling us to provide cultural support to our Aboriginal and Torres Strait Islander apprentices, trainees, students and program participants. By working closely with several Aboriginal and Torres Strait Islander networks, as well as our own First Nations employees, we have deepened our understanding of the barriers faced when pursuing employment and thriving in the workplace.

This knowledge will continue to inform our recruitment and development strategies, allowing us to better assist both current and future Aboriginal and Torres Strait Islander apprentices and trainees. By addressing these barriers head-on, we are committed to creating more accessible employment pathways and ensuring that our apprentices and trainees have the resources and support needed to succeed.

# PARTNERSHIPS AND CURRENT ACTIVITIES



In our commitment towards reconciliation, MiGroup has actively pursued a range of initiatives and partnerships that support the inclusion and success of Aboriginal and Torres Strait Islander peoples in the trades industry. We have established meaningful relationships with Traditional Owners in the regions where MiGroup operates, ensuring respect for their custodianship and cultural heritage.

A key initiative has been the creation of an identified Cultural Mentor role dedicated to providing tailored support, mentoring, and guidance to our Aboriginal and Torres Strait Islander apprentices and trainees. This identified role is specifically designated for an Aboriginal and/or Torres Strait Islander person, ensuring culturally relevant and sensitive support. The Cultural Mentor enhances the learning experience and career development of our apprentices and trainees by drawing on cultural knowledge and lived experience to provide meaningful and effective mentoring.

Our corporate staff have participated in NAIDOC Week activities, fostering a deeper understanding and appreciation of Aboriginal and Torres Strait Islander cultures and contributions. We have organised National Reconciliation Week (NRW) and NAIDOC Week activities, accessible to our apprentices, trainees, corporate staff, and our extensive network of employers and industry partners, playing a crucial role in fostering an inclusive and culturally aware workplace.

We have focused on providing apprenticeship and traineeship employment opportunities specifically for Aboriginal and Torres Strait Islander peoples, promoting diversity and inclusion within the trades sector. Partnering with global energy sector employers, we have created a dedicated, annual Aboriginal and Torres Strait Islander apprentice employment intake in Queensland. Additionally, we have delivered pre-apprenticeship programs designed to assist unemployed Aboriginal and Torres Strait Islander individuals in making a successful transition into employment, equipping them with the skills and confidence needed to thrive.

Our school programs aim to empower Aboriginal and Torres Strait Islander students to explore and commence apprenticeships, opening pathways to rewarding careers in trades. We have also applied for government funding to deliver Aboriginal and Torres Strait Islander Employment Programs in the Toowoomba, Western Downs, and Maranoa regions, with the goal of creating sustainable employment opportunities and fostering economic development within these communities.

Through these initiatives, MiGroup is committed to not only advancing reconciliation but also making a tangible impact on the lives of Aboriginal and Torres Strait Islander peoples and contributing to the overall diversity and strength of the Australian trades industry.

# ACTION AREAS

Our RAP is guided by Reconciliation Australia's four action areas of Relationships, Respect, Opportunities and Governance & Reporting.

## Relationships

Action	Deliverable	Responsibility	Timeline
1. Continue and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to identify additional Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or spheres of influence.	National Programs & Placements Manager	November 2024
	Maintain and research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Marketing Officer	May 2025
	Ensure RAP Working Group members continue to participate in an external NRW event.	National Programs & Placements Manager	27 May to 3 June 2025
	Support staff and senior leaders continue to participate in at least one external event to recognise and celebrate NRW annually.	Chief Executive Officer	27 May to 3 June 2025
3. Promote reconciliation through our sphere of influence.	Continue to communicate our commitment to reconciliation to all staff regularly.	Chief Executive Officer	July 2025
	Maintain our current practice of identifying and approaching other like-minded organisations in Group operating areas to collaborate with on our reconciliation journey.	National Programs & Placements Manager	June 2025
	Continue to identify external stakeholders that our organisation can engage with on our reconciliation journey.	National Programs & Placements Manager	November 2024
4. Promote positive race relations through anti-discrimination strategies.	Update our research on best practice and policies in areas of race relations and anti-discrimination.	National People & Safety Manager	April 2025
	Maintain our annual review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	National People & Safety Manager	December 2025

# ACTION AREAS



## Respect

Action	Deliverable	Responsibility	Timeline
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Maintain a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	National Programs & Placements Manager	March 2025
	Continue to implement our annual review of cultural learning needs within our organisation.	National People & Safety Manager	June 2025
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Further develop and update our understanding and awareness of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	National Programs & Placements Manager	November 2025
	Update staff's understanding of the purpose and significance behind cultural protocols, including evolving Acknowledgement of Country and Welcome to Country practices.	National Programs & Placements Manager	June 2025
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Maintain awareness and share information amongst our staff about the meaning and purpose of NAIDOC Week.	Chief Executive Officer, Marketing Officer	July 2025
	Continue to engage our staff in NAIDOC Week by promoting external events in our local area.	State Managers	June 2025
	Ensure RAP Working Group members continue to participate in an external NAIDOC Week event each year.	National Programs & Placements Manager	First week in July 2025

# ACTION AREAS



## Opportunities

Action	Deliverable	Responsibility	Timeline
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Maintain a business case for Aboriginal and Torres Strait Islander peoples employment within our organisation.	National People & Safety Manager	December 2024
	Successfully run a First Nations Employment Program aimed at providing foundational support, training, mentoring, work experience and employment opportunities	National Programs & Placements Manager	December 2025
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue to review and develop a business case for procurement opportunities from Aboriginal and Torres Strait Islander owned businesses.	Chief Financial Officer	December 2024

# ACTION AREAS

## Governance

Action	Deliverable	Responsibility	Timeline
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	National Programs & Placements Manager	August 2024
	Revise and publish the Terms of Reference for the RWG.		
	Ensure Aboriginal and Torres Strait Islander representation on the RWG.		
11. Provide appropriate support for effective implementation of RAP commitments.	Define and regularly review resource needs for RAP implementation.	National Programs & Placements Manager, Chief Financial Officer	October 2024
	Engage senior leaders in the ongoing delivery of RAP commitments.	Chief Executive Officer	August 2024
	Appoint and maintain a senior leader to champion our RAP internally.	Chief Executive Officer	August 2024
	Define, implement and maintain appropriate systems and capability to track, measure and report on RAP commitments.	National Programs & Placements Manager, Chief Financial Officer	August 2024
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Regularly contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	National Programs & Placements Manager	August annually
	Request our unique link from Reconciliation Australia to access the online RAP Impact Survey.	National Programs & Placements Manager	1 August annually
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	National Programs & Placements Manager	30 September annually
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	National Programs & Placements Manager	May 2025

# CONTACT DETAILS

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