



SHAPING AUSTRALIA GROUP



SAG WORKFORCE



Presenting GROUNDED

Shaping Generational Change





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First Nations Training Program Like Never Before

GROUNDLED is a structured six-week pre-employment and workforce transition initiative designed to develop culturally grounded, industry-ready First Nations participants prepared for entry-level roles within the civil construction and rail infrastructure sectors.

This collaborative model combines cultural integrity with nationally recognised civil qualifications, establishing a direct and sustainable workforce pipeline aligned with Tier 1 and Tier 2 contractor standards and onboarding requirements.

Why Grounded works

-  Grounded builds work-ready, safety-ready participants
-  Strengthens retention through cultural grounding & mentoring
-  Delivers compliance-ready workers for civil & rail projects
-  Supports social procurement, ESG & Indigenous participation targets
-  Creates a direct workforce pipeline for major projects



Program Phases



SAG WORKFORCE

PHASE 1 – SCREENING & TRY-A-TRADE

Structured, hands-on exposure to civil construction pathways to build awareness and identify candidates ready to progress into the GROUNDED program.

PHASE 2 – ON COUNTRY CULTURAL IMMERSION

(WEEKS 1–2) Phase 2 provides a strong cultural foundation by connecting participants with Country, Culture, identity and Community through on-Country learning, storytelling and engagement with Traditional Custodians, Elders and Community. This phase builds confidence, belonging, self-worth and cultural identity, preparing participants for culturally safe participation in employment, education, training and career pathways.

PHASE 3 – INDUSTRY IMMERSION (WEEK 3 & 4)

Participants undertake a number of industry site visits, providing valuable exposure to a broad range of areas within the industry. These visits offer participants real-world, on-site experiences and the opportunity to meet and engage with key industry staff.

PHASE 4 – ACCREDITED CIVIL TRAINING (WEEKS 4–5)

Participants complete a Certificate II in Resources and Infrastructure, gaining job ready civil construction skills aligned to major infrastructure requirements and employment pathways.

PHASE 5 – WORK PLACEMENT & EMPLOYMENT TRANSITION (WEEK 6)

A coordinated campaign with CCF, Civil Train and SAG Workforce drives contractor engagement through site showcasing, industry briefings and ESG-aligned reporting strengthening visibility, contractor buy-in and Indigenous workforce outcomes.

16 WEEKS POST-PLACEMENT MENTORING

SAG Workforce delivers structured post placement support including site visits, supervisor engagement and culturally safe check-ins to strengthen early retention, performance and sustainable employment outcomes

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