

Empowering careers for Indigenous Interns



Collaborating to support Indigenous students to establish study pathways and careers in the Australian power sector

The **Australian Power Institute (API)** and **CareerTrackers Indigenous Internships (CTII)** are partnering to support Indigenous undergraduate university students (and high school students) to build stronger connections with and careers in the Australian power sector.

How can API members get involved?

1. **API Member forums on supporting Indigenous diversity in the power sector**
Contribute to our API member forums on opportunities and projects in the power sector to increase support for indigenous students and employees.

Next forum: planned forum linked to NAIDOC Week 2022 in July 2022

Registration details to be provided.

2. **Support an Indigenous Intern, including summer employment, with CTII**
Become an employment partner with CareerTrackers Indigenous Internships and build a direct relationship with an Indigenous undergraduate student, supported by Career Trackers, that includes paid summer internships for the student.

The API will then link the student into the API Bursary student community and our activities for undergraduate students (and provide a \$1K pa scholarship to the student).

If you are already supporting Indigenous Interns with Career Trackers, including in non-technical roles, the API will work with you and Career Trackers to link your intern(s) into the API Bursary community (and contribute a \$1K pa scholarship to the student).

3. **Support an Indigenous high school student to transition to university study**
API members can also work with CTII (in collaboration with CSIRO) to support female Indigenous high school students to transition into university study; this includes hosting students for 5-6 week periods in the summer university break.

Note options 2 and 3 require additional investment with CTII for each intern.

Real impacts: [Hear from Ashley on his experience at Energy Queensland \(YouTube\) as an Intern](#), or from [Gullara on her experience in the high school program \(YouTube\)](#).

Contact us to take the next step

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Working together to increase our collective impact

Together, the API and CTII will deliver activities that will:

1. **Increase the promotion of study and career paths** in the Australian power sector to Indigenous students in high school and at university
2. **Increase connections between employers in the Australian power sector** (API member organisations) and Indigenous students in high school and university who are interested in careers in the power sector
3. **Increase support for Indigenous students** to develop their skills and capabilities for careers in the power sector, including support from the API Bursary program (+ \$1K annual scholarship), support from CareerTrackers Indigenous Internships program, and paid internship placements with their host API member organisation.
4. **Increase connections with the API's undergraduate community** for all Indigenous interns in the power sector (including interns in non-technical courses)
5. **Increase the inclusion and voice of Indigenous peoples** in the power sector's student community and workforce through increased involvement in the API's outreach activities
6. **Enhance and align the support for Interns and Bursary students** who undertake placements with API member organisations

Real impacts: Ashley Hughes, API and Career Trackers Indigenous Intern

Ashley Hughes, one of the first students to be supported through the API and CTII partnership, completed his first internship with Ergon Energy (part of Energy Queensland) in 2020 and 2021.



“Growing up in rural indigenous communities, you naturally develop a love of the environment. ...

The preservation of the land is the biggest concern for people in those places, and the impact of climate change is felt out there more than anywhere. ... I know that environmental preservation is going to be what I base my career on,” Ashley said.

Ashley learnt from engineers working on the cutting edge to boost the amount of renewable energy in remote communities and reduce their reliance on diesel generation.

“I’m loving my time with Ergon Energy in Cairns and I’m working closely with an innovative team that directly impacts the lives of people in remote communities. Through the work they are doing, we can develop cleaner, more sustainable energy and thus decrease the environmental impact... I know which direction I want to go, but I’m unsure of where to do it. Anything that I can do to help minimise the impact that humanity has on everything else is a necessity.”

Real impacts: [Hear from Ashley on his experience at Energy Queensland \(YouTube\) as an Intern](#), or from [Gullara on her experience in the high school program \(YouTube\)](#).

Professional Development with Career Trackers and the API

Objective	Standard CareerTrackers program	CTII-API specific program
Engagement	<p>Fortnightly contact with your Career Trackers Student Advisor throughout the year.</p> <p>Monthly meetings with your CTII Student Advisor focused on personal and professional development.</p> <p>Dedicated support while interning to ensure you are well supported in the workplace.</p>	<p>Access to a power sector industry mentor to support your professional development and academic achievement.</p> <p>Activities and events exclusive to STEM and power sector students.</p> <p>Be part of the API's national community of undergraduate students all preparing for careers in the power sector</p>
Training	<p>Development of a personalised career plan.</p> <p>Undertake group and one-on-one interview preparation training to ensure you are ready to earn your internship.</p> <p>Participate in world-class leadership and development workshops to prepare you for your career.</p>	<p>STEM-focused webinars featuring industry-leading speakers from CTII</p> <p>Power-sector focused webinars and live events as part of the API bursary community</p> <p>\$1K API Bursary scholarship each year to support your studies</p>
Internship	<p>Complete paid internships upon completion of year 12 and throughout your university studies aligned with your career aspirations.</p> <p>Deliver presentations to business leaders and receive formal performance feedback to help you grow.</p>	<p>Work in an organisation related to your field of STEM study.</p> <p>Network and work for some of Australia's most successful industry leaders and organisations</p> <p>Contribute to the national community of API Bursary students completing internships/placements with power sector organisations.</p>
Leadership	<p>Attend our annual Leadership Development Institute each year throughout your degree.</p> <p>Complete world-class training programs focused on leadership development.</p>	<p>Support high school students in a week-long Work Shadowing program highlighting careers in STEM.</p> <p>Connect with leaders in the Australian power sector through the API's Bursary program</p>
Community	<p>Build life-long connections with the CareerTrackers cohort.</p> <p>Participate in workshops and events hosted by our ecosystem partners.</p> <p>Give back as an alumnus at program events.</p>	<p>Build awareness on careers in STEM, support the next generation of STEM professionals, and connect with peers.</p> <p>Inspire the next generation of power sector professionals as part of the API's national community of bursary students</p>

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