



Host



## Indigenous Employment Programs (IEP)

Artist: Mel Agius, an Adjahdura and Ngadjuri woman from South Australia.

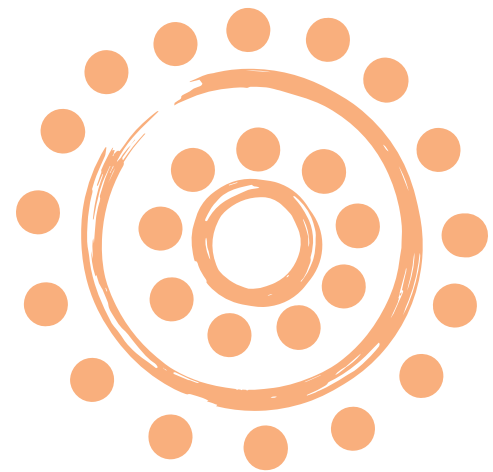
# Creating genuine career pathways!

## First Nations Cadetships

**Maxima's Indigenous Employment Program has recently developed the 'Maxima Cadetship Program'. We will support host employers to offer entry-level professional experience to First Nations Students with the goal of developing genuine pathways and improving university completion rates.**

### Our First Nations Cadetship Program aims to provide:

- 1** The provision of genuine professional development opportunities for First Nations university students
- 2** Support for employers to achieve First Nations employment goals through the offer of professional, paid work experience and employment opportunities
- 3** Increased completion rates for First Nations University students through remuneration, employment pathways and mentoring and support
- 4** The development of long-term relationships between First Nations university students and employers, including networking opportunities hosted by Maxima
- 5** Strengthened long-term relationships between employers and universities, driven by a mutual desire to provide genuine pathways for First Nations peoples.



**The Maxima Cadetship Program will see second and third year First Nations tertiary students enter into a 12 month cadetship program with host employers across a range of professions.**

Working closely with tertiary institutions, Maxima will continue to provide services connecting students to employers, taking the stress out of recruitment and paperwork.



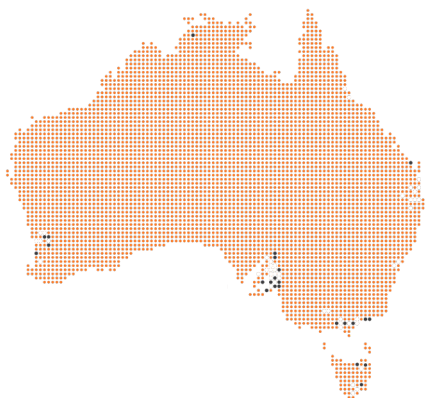


## Who is Maxima?

Maxima is a not-for-profit community based Australian organisation, and for more than 35 years, has worked with individuals and organisations to provide comprehensive recruitment, training, employment and NDIS support services. We advocate for an inclusive and diverse workforce and support equal employment and learning opportunities for everyone.

## Indigenous Employment Programs (IEP)

Maxima takes great pride in building genuine and sustainable career pathways for Australia's First Nations Peoples. Since 2009, Maxima's First Nations-led IEP team have worked with some of Australia's largest employers providing First Nations people with apprenticeships and traineeships, labour hire, permanent placement, specialised mentoring support and school-based training and employment.



**70<sup>+</sup>**  
LOCATIONS ACROSS  
AUSTRALIA

For available opportunities or more information, please call **1300 MAXIMA** or apply online by scanning the QR code.



Maxima acknowledges the Traditional Owners and Custodians of this country. Through our actions we respect cultural heritage and recognise their connection to lands, waters and community. We pay respect to Australia's First Peoples and to their Elders past, present and emerging.

04/23 IEP-Host-National

## What can the students expect from Maxima?



**Genuine and professional work in the corporate environment in a field relevant to their studies.**



**Future employment pathways upon graduation.**



**A dedicated Maxima Consultant to help students with any questions.**



**Ongoing employment support as they progress through their studies.**



**Their employment contract is with Maxima, so we place them with a Host Employer.**



**We align employment opportunities with their studies.**



**Administration and allowances are all handled by Maxima.**



**We pay their wages and allowances in line with the relevant Award Rate.**

[maxima.com.au](https://maxima.com.au) 1300 MAXIMA