

What is APiC?

Aboriginal Participation in Construction (APiC) is a NSW Government policy designed to encourage the construction industry to create opportunities for Aboriginal people, Aboriginal owned businesses and Aboriginal communities. APiC applies to most construction contracts over \$1 million. The key mandatory requirement of APiC is that a minimum of 1.5% of the total awarded contract value, minus exclusions, is directed to Aboriginal employment and training.

The APiC policy aligns with Opportunity, Choice, Healing, Responsibility and Empowerment (OCHRE), the NSW Government's plan to improve outcomes for Aboriginal people across all sectors of the community.

APiC is an opportunity for the NSW Government and businesses to create a legacy for diversity and inclusion in NSW by growing Aboriginal participation through increased education and construction work opportunities.

Roads and Maritime Services are committed to ensuring that its contractors and suppliers meet their APiC obligations. This factsheet has been developed to assist Aboriginal individuals in gaining employment, training and providing better outcomes in Aboriginal Communities.

What does this mean for me?

The APiC policy means that more employment opportunities are being created for Aboriginal people. If you are Aboriginal seeking employment or training on Roads and Maritime projects you may benefit from these opportunities through APiC.

Who is the APiC Policy for?

The APiC policy applies to Aboriginal people.

When does the policy start?

The APiC policy started in 2015, and was updated in 2018. If you would like to read the full policy you can find it at rms.work/apicpolicy.

What types of employment opportunities are available?

There are a range of employment opportunities available through Roads and Maritime contractors at all stages of the project.

Some examples of employment opportunities include (but are not limited to):

- Roadworks – Traffic Controller, Plant Operators, Concreting, Formwork, General Labouring, Bob Cat Operator, Forklift Operator, Grader Operator, Scrapper Operator, Excavator Operator, Roller Operator, Heavy Vehicle Drivers and Water Cart drivers
- Administration- Office assistant & trainees.

Where can I find employment or training opportunities?

Most Roads and Maritime contractors will make contact through employment services or advertise publicly. To find opportunities you should register with your local job network provider or an Aboriginal job network provider.

You can also look at:

- Online job advertisements
- Local newspapers
- Local Aboriginal Land Council
- Social media
- Facebook.

More questions?

Please visit the following:

- Roads and Maritime Services page on APiC rms.work/apic
- APiC page on the ProcurePoint website: rms.work/apicportal
- Contact APiC@rms.nsw.gov.au