

CASE STUDY

Inclusion of Culturally & Linguistically Diverse Employees

Project Owner

John Holland

More than 26% of people in Australia are born in another country. In an increasingly diverse labour market, there is a need to better understand the cultural makeup of our employee base in order to work more effectively within this changing cultural landscape. By celebrating cultural differences and increasing levels of awareness across John Holland, we are better placed to attract and retain diverse talent. This is especially important in the context of the current skills challenges impacting our industry.

Project Overview – Championing inclusion and Diversity

John Holland is committed to building, valuing and promoting inclusion and diversity across the business. We understand that it is about recognising, respecting and valuing the differences that make each person unique. Through our targeted CALD initiatives and programs, and in partnership with organisations such as Multicultural Australia and CareerSeekers, we can provide life changing opportunities for those from culturally and linguistically diverse backgrounds.

Project Initiative

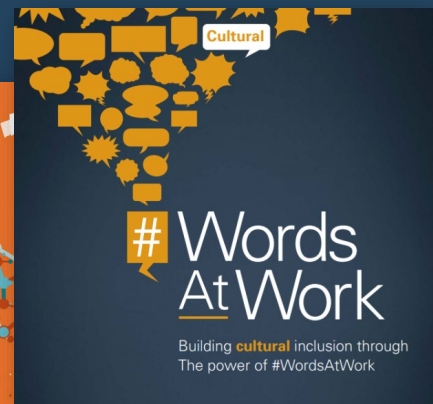
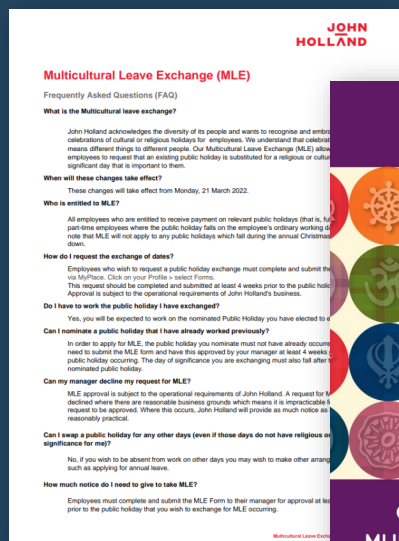
- Multicultural Leave Exchange
- Cultural Inclusion Guide
- Partnerships with CareerSeekers & Multicultural Australia
- Creating an inclusive Multi-Faith Workplace and adapting our workplaces for faith considerations
- Championing a counting culture

Through the implementation of these targeted programs and the partnerships with organisations such as Multicultural Australia and CareerSeekers, John Holland is committed to providing life changing opportunities for refugees and asylum seekers.

A recent example and success story is Shahwali Kazimi (pictured) who was studying Civil Engineering at QUT and has now joined the Gold Coast Light Rail (Stage 3) team in Queensland.

Shah joined the Gold Coast Light Rail Stage 3 team as an undergrad civil engineer in mid-2021 gaining exposure across a range of disciplines, and we are incredibly proud that following his graduation in 2022, he's joined the project team full-time in 2023.





Cultural inclusion and diversity is being championed across John Holland, from access to multicultural leave, accessible prayer rooms and in the way we talk.

Outcomes and Achievements

- John Holland holds an industry leading partnership with CareerSeekers and other external stakeholders to support refugees and asylum seekers into employment, with more than 100 people placed into jobs since the partnership commenced.
- Diversity Dashboards – ‘What gets measured gets done’. John Holland has developed ‘real time’ diversity dashboards broken down into business unit level data.
- Diversity Council Australia – John Holland is a proud member of the Diversity Council Australia.
- Dedicated Diversity and Inclusion Program Manager – John Holland is proud to be a ‘front-runner’ in this area having had a dedicated Diversity Manager and Australian specific diversity strategy in place since 2010.

“Starting my career at a company like John Holland that has an incredible working environment with development opportunities has always been a pipe dream to me. I am grateful for the opportunity to Join John Holland and work as an undergraduate engineer. I’m so pumped about my career progression and all the new experiences waiting for me.

**Shahwali Kazimi, Junior Engineer,
Gold Coast Light Rail Stage 3**

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Contact us

For more information or to get involved in shaping the Culture Standard, please contact us:

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