



Indigenous Recruitment and Training Specialists

Employment Unit

**Ochre have over 10,000
Nationally registered
candidates on its database. The
breakdown of the personnel
currently available on the
database is listed below.**

The database is growing on a daily basis and Ochre is managing the complex application of the recruitment process through the utilisation of the JobAdder software system.

Ochre's aim is to compete with the mainstream labour hire and recruitment companies with the same tools and best industry practices. Ochre provides the end to end recruitment and/or labour hire process on behalf of our clients. We do this by finding, screening, pre-qualifying, gap training (where necessary), mobilising and then pay rolling each of our candidates.

Ochre takes all the hard work away from the client, Ochre can manage the whole process where and when required. Ochre utilises the scope, experience and expertise of both our RTO Ochre Training and our Employment Unit to maximise our claim to be the leading specialists in the supply of Contract and/or Permanent labour solutions.

CONTRACT LABOUR

Ochre is currently able to provide but not limited to the list of experienced personnel to fill the following roles:

- Mobile Plant Operators
- Skilled Labourers
- Professional White Collar (Clerks, Administrators, Mentors & Senior candidates)
- Qualified Trades people
- TA's
- Para-professionals
- Hospitality Staff
- Catering Staff
- Gardeners/Landscapers
- Warehousing and Logistics
- Apprentices
- Trainees

PERMANENT PLACEMENTS

To fill our client company's permanent staff requirements, Ochre has the ability to source your required personnel needs anywhere in Australia with our extensive use of technology and established and vast networks. Our networking capabilities within the Indigenous communities is an advantage we have over and above our mainstream competitors and it also allows Ochre the ability to source candidates from a wide variety of working and educational backgrounds and regional and remote areas. Already, Ochre has won contracts with Mining and Resources companies, Construction Companies, Federal Agencies, Universities and State-wide Utilities Organisations to find top quality and specifically skilled candidates to fill identified roles.

Our client companies have identified that Indigenous Employment and Recruitment is a specialised field, one that should be outsourced to specialised businesses. Ochre takes the hard work out of this subject so our clients can concentrate on what they know best. Ochre is also able to add the extra benefit of assisting our clients to win the next round of multi-million dollar contracts by meeting all of the KPI and contractual requirements.



OCHRE RECRUITMENT AND CONTRACT LABOUR WORK FLOW

- 1** Request is received from client about what roles need to be filled.
- 2** Ochre firstly utilises our own organically grown database of Indigenous candidates. We then advertise on our sister company iWork's internet job board, social media etc. Applicants are then received and collected automatically via our recruitment specific software system Job adder.
- 3** Ochre pre-screens all applicants depending on what the clients has specified in terms of skills, experience, licenses etc. Interviews are had with shortlisted applicants.
- 4** Those applicants who have been further shortlisted after interview are then reviewed for final selection by client.
- 5** Once final selection has been made by the client and a mobilisation date is confirmed, Ochre then gets the candidates site ready depending on which company they are heading to. All medicals, training, licensing, ticketing is managed by Ochre.
- 6** Once candidates are fully site ready, they are then mobilised to the clients project or workplace. Once on site, all timesheets are sent back to Ochre on a weekly basis.
- 7** Ochre pays the candidates on a weekly basis. All statutory obligations such as Super, taxes, Workers Comp are all managed by the Ochre payroll unit.

Join leading companies like these Ochre clients: Fortesque Metals Group, RCR Tomlinson, Duratec, Glad Group, the ATO, GE Corp, Water Corp and many more to make a difference to the Indigenous employment targets of Australia.

REGISTERED TRAINING ORGANISATION

MULTI INDUSTRY TRAINING SPECIALIST

Ochre Training sits under ASQA as an RTO therefore able to provide National training solutions

Ochre Workforce Solutions encompasses Ochre Training which is a Registered Training Organisation (RTO 52506) that specialises in Pre-mobilisation and Training Courses for individuals and employers across several of Australia's employment sectors.

Our selection of short courses and Qualifications are directly relevant to the site requirement needs for most of our client companies and their industry requirements, across Australia. Based in Burswood, Perth Western Australia, we offer a range of both Accredited and Non-Accredited short courses, from First Aid, Forklift and 4WD Training to Cultural Awareness, Personal Development and specific 'training to work' programs right through to our selection of Cert II Qualifications. Our Working at Heights course has been endorsed and authorised by Rio Tinto which we offer the Gap Training for.

Ochre is pleased to provide several Industry specific Cert II full qualifications in the areas of Construction, Civil Construction, Resources and Infrastructure, Cleaning and a host more. The addition of these qualifications to our scope provides our client companies with relevantly skilled personnel for their roles and provides our labour force with career paths that extend far beyond the entry level point and onto trade qualifications in most cases if required. Our highly skilled instructors deliver class-based, online and remote delivery training to the highest industry standards either at our Burswood Training Centre or on the client's site anywhere around Australia.

'TRAINING TO WORK' UNIT

Ochre utilises the scope, experience and expertise of both our RTO Ochre Training and our Employment Unit to solidify our claim to be the leading specialists in the 'training to work' arena. At Ochre we provide customised 'training to work' programs that are linked to guaranteed jobs.

With high success rates for the delivery and outcomes of our intensive and extensive pre-employment programs so far in the areas of Facilities Management, Trainee Machine Operators, Admin, Scaffolder and Construction Training, all of which lead to guaranteed jobs for the participants. Using our large network of high profile and large client companies, Ochre has the capacity to secure guaranteed jobs at the first instance; we then carefully select the most suitable candidates in partnership with the client companies to enhance the prospects of long term retention rates to benefit both the employer and the employee.

The Ochre specialist 'training to work' unit that has the sole focus of rolling out these programs all year round to provide the maximum employment opportunities for Indigenous people which is in turn assisting the Government with its Closing the Gap initiative. Who better to deliver these programs than an Indigenous business with a focus on improving the future of the Indigenous community across Australia through Nationally recognised training and legitimate employment opportunities?

OUR MISSION

- **Real Indigenous Training and Job Initiatives**
- **Training for all Members of the Community**
- **To Exceed Customer Expectations Daily Safety Performance**
- **Long Term Positive Relationships with our Employees, Clients, Suppliers and our Community**





'TRAINING TO WORK' PROGRAMS



- 1** Identify the jobs and commitment in writing.
- 2** Two week recruitment process.
- 3** **WEEK 1:**
 - Literacy and numeracy
 - Personal development work-shops
 - Cert 1 Leadership
- 4** **WEEK 2-4:**

All pre-mob tickets such as Whitecard, First Aid, Four Wheel Drive, Confined Space etc.
Candidates can exit and start work if the client company chooses to employ at this point.
- 5** **WEEK 5 ONWARDS:**

Completion of most units across any of the Cert II in any of the following depending on job.

 - CERT II CONSTRUCTION
 - CERT II CIVIL CONSTRUCTION
 - CERT II CLEANING OPS
 - CERT II WAREHOUSING AND LOGS
 - CERT II RESOURCES AND INFRAST
 - CERT II RETAIL OPERATIONS
 - CERT I & II LEADERSHIP DEV
- 6** Once most of the Cert II units has been completed, the trainee is employed with Ochre under host company and signed up to a Traineeship to complete the Qualification in the workplace.

Benefits to all parties if trainee stays on Ochre books for at least 6 months such as mentoring support, insurance cover (lower risk to employer)

THE OCHRE POINT OF DIFFERENCE

Our service is based on the standard labour hire models; however we offer the following benefits which set us apart from any competitor:

- Ochre places an extremely high importance on safety that is embedded into the culture and mindset of our workforce.
- Ochre is able to work with the client company to ensure all selected candidates have all compliances in place to achieve site clearance.
- Ochre has a fantastic mentoring program to assist and support each of our new starter personnel and their families with the issues of the FIFO industry. The mentor program includes regular contact with new starters via phone, emails and site visits with the candidate and their Supervisors.
- We undertake all pre-screens, reference checks, compliance needs and all medical and urinalysis screens.
- Ochre wishes to be known as a vehicle for the eager, willing and able Indigenous people to eventually be placed into permanent employment roles that will assist the candidates to forge long terms careers within their industry of choice.
- Ochre wishes to be known as the Labour Hire provider of choice when it comes to provision of quality supply of people as needed for all of our valued clients across many different industries. Labour Hire is an excellent vehicle to get Indigenous people into eventual long term employment across many diverse industries.
- The founder and CEO of Ochre has a genuine desire to improve the quality of life for Indigenous people and to develop the future potential of the Indigenous community in general.
- Our clients can be assured of a high quality service from an Indigenous business which has a strong brand and reputation across a diverse range of Industries. Our reputation has been built on a results driven philosophy based on a hand up not a hand out.
- OWS is the fastest growing Indigenous business in WA, now with a National service offering.
- OWS is able to add the extra benefit of assisting clients to win the next round of multi-million dollar contracts by meeting all of the KPI's and contractual requirements.
- Our networking capabilities within the Indigenous communities is an advantage we have over and above our mainstream competitors and it also allows OWS the ability to source candidates from a wide variety of working and educational backgrounds, regional and remote areas.
- OWS has proven our capabilities to payroll large numbers of employees on a weekly basis in addition to meeting all statutory obligations. This has helped to strengthen our brand within Industry and the Indigenous workforce.
- OWS provides a 100% Indigenous workforce to clients such as FMG among many others. Our contract with FMG has the highest retention rates of all contractors with the highest percentage of Indigenous employees and as a result many of our employees are taken over as permanent with FMG.



FULL QUALIFICATION COURSES

Ochre now has the capacity to delivery full qualifications for the following courses:

Cert I and II Leadership Development
Cert II Retail Services
Cert II Construction
Cert II Civil Construction
Cert II Resources and Infrastructure
Cert II Cleaning Operations
Cert II Warehousing Operations

These courses can be completed as part of our 'training to work' programs at our Burswood training centre, as school based training programs or as pre-app courses to prepare for employment as apprentices or Trainees.

TRAINEESHIPS

Traineeships combine practical experience at work with structured training. Traineeships are usually in non-trade areas such as hospitality, business, manufacturing and health.

As a trainee, they enter into a formal training contract with an employer that leads to a nationally recognised qualification. They spend most of the time in paid employment, learning practical skills on the job and putting them into practice. The rest of the time is spent in structured training at a registered training organisation like Ochre Training, or being assessed in the workplace.

The training requirements are part of the training plan which is negotiated between the employer, the trainee and Ochre. Traineeships are now competency based. This means they can be completed earlier if the trainee can show they have reached the skill levels required for the industry.

SHORT COURSES

Ochre Training (RTO 52506) has the following short courses available at our Burswood Training Centre or can be delivered anywhere around Australia.

- White card
- First Aid
- Confined Space
- Working at Heights
- Four Wheel Drive
- Forklift License
- Fatigue Management
- How to Use a PC
- How to Create Simple Word Docs
- How to Use the Internet and Email
- Scaffolding
- Dogging
- Rigging
- EWP

RIO TINTO:

Ochre Training is an authorised RTO for the Rio Tinto Gap Training component for Working at Heights.

CENTREPAY:

Ochre Training is an authorised RTO for the Centrepay program which allows for people to undertake our training programs which are then paid for from their Centrelink benefits in an affordable way.

www.ochretraining.com

Any individual or client company can visit our website to find out more about the courses, make bookings and pay for training.



For more information phone us on 0894701008, email us at info@ochrewfs.com.au or visit us online at www.ochreworkforcesolutions.com.au

At Ochre, we believe that our success and reputation is built upon the skill, dedication and professionalism of our workforce. That's why we are committed to the training, education and up-skilling of our employees.

The most prominent Indigenous employment and training specialist in Australia

Joanne Pellew



The founder of several private enterprises now operating at a national level. Started from scratch to assist the government in closing the Indigenous unemployment gap—all entities have been self-funded without the aid of government funding to date by utilising Joanne's commercial skills to win competitive labour hire contracts.

OCHRE WORKFORCE SOLUTIONS

Over 1,100 Indigenous people employed over last 7 years.

OCHRE TRAINING

Only registered training organisation (RTO) privately owned and operated by an Indigenous woman in Australia. Specific Cert II qualifications on scope to compliment the Ochre client companies. Highly successful Indigenous specific 'training to jobs' programs.

IWORK JOBSITE

Australia's number one Indigenous jobs board. Online market place for employers who need to fill their roles with Indigenous people to a highly engaged and eager Indigenous jobseeker market. Over 135,000 visitors to the site since January 1st this year. A particular job can have a reach of 300,000 Indigenous jobseekers. Patent application currently underway for unique technology driving the system, designed by Joanne to be inclusive of regional and remote Indigenous people without data, smart phones or computer access anywhere across Australia.

Joanne's audience – 7,000 LinkedIn followers, 9,000 email subscribers, Over 20,000 highly engaged Indigenous people across Ochre and iWork social media platforms. Joanne is appearing across several Indigenous and mainstream media platforms on a regular basis advocating the Indigenous employment and business space.

Joanne is now being invited to roundtable discussions by serving Ministers to provide input into Indigenous business and employment policies.

A SNAPSHOT OF CURRENT CLIENTS

OCHRE

- FMG
- RCR Tomlinson
- Glad Group
- Ferguson Group
- ATO
- GE Corporate
- BAE Systems
- Cushman and Wakefield
- Telstra
- Water Corp

IWORK

- Chevron
- Wilson Security
- MSS Security
- Monadelphous
- Choice One
- Community Services Group
- Duratec
- Pindari
- Arnhem Land Progress
- WA State Govt currently changing policy to utilise iWork for advertising roles and to collect data to form future relevant policies.



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