

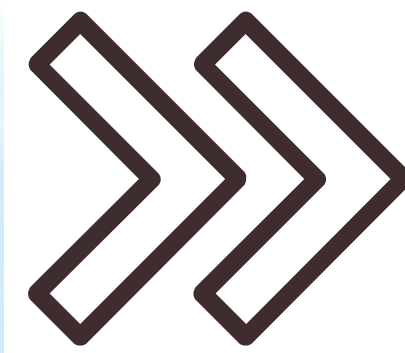


Partners On Country

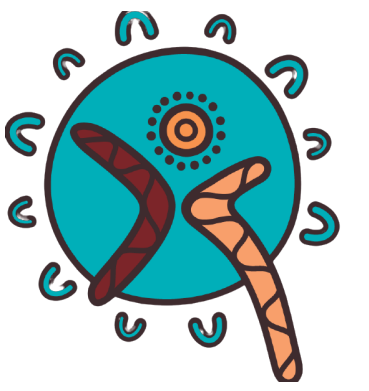
CAPABILITY STATEMENT

**PARTNERSHIPS FOR ECONOMIC
OPPORTUNITY AND THE CREATION
OF JOBS ON COUNTRY**





WHO ARE WE?



Partners On Country is a joint venture between Australia's largest workforce provider and a leading indigenous employment firm.

Combining strong Traditional Owner relationships with a national recruitment enterprise we exist to strengthen local communities through better access to impactful employment.

By connecting First Nations people to the best possible local opportunities, we help employers to engage with local indigenous talent and support them whilst working on local projects.

We are Supply Nation registered and combine the capability of a national enterprise with strong relationships with Native Title Groups and cultural understanding.

The connection of Native Title Groups, Aboriginal Parties, and Indigenous Businesses enables the best possible local opportunities while helping employers to scale quickly and benefit the communities in which they operate. We improve outcomes for everyone who lives and works On Country.

Through our Indigenous Partnerships, we bridge the gap between local indigenous talent and the businesses that need them.

Working in partnership with our clients and community groups, we rapidly engage First Nations and local workers, while also ensuring that the businesses are able to offer opportunities that meet the needs of the people whose Country they operate on.



OUR ROOTS



partners in people

AWX is Australia's largest and leading labour-hire company. We offer flexible, short and long-term workforce management solutions to Australian businesses.

AWX engages with a national portfolio of businesses in the construction, mining, civil, food processing, manufacturing, landscaping and industrial industries through the core offering of workforce procurement, creation, development, management and administration. Our vision is to be the number one provider of workforces and challenge the way human capital is engaged to improve productivity and labour efficiency; delivering a unique and competitive advantage. At AWX, we're committed to adding value to your workforce.

On Country Business is a business group that provides flexible business solutions that respect Indigenous culture and partners with Indigenous groups. We work with other Indigenous Businesses to provide solutions to our clients.

These solutions are about developing business solutions and partnering with traditional owner groups, which includes labour hire, recruitment, civil construction, environmental and heritage management. On Country Business supplies solutions for its clients and business partners via our Supply Nation Registered businesses including Partners On Country, Woongal Environmental Services, and On Country Workforce Solutions.





OUR PROMISE

Partners On Country are dedicated to collaborating with businesses and people with a commitment to culture. Our foundations are built on the notion of honouring country and community, while helping employment and the industry grow.

Throughout our joint venture, we have established the Humble Hours initiative. Humble Hours is based on the idea of leveraging profits for one day to go towards an Australian charity. Since its launch, we have helped contribute over \$350k towards local communities.

Partners On Country have a nationwide footprint with 20 office locations throughout Australia and almost 600 Indigenous people in work.

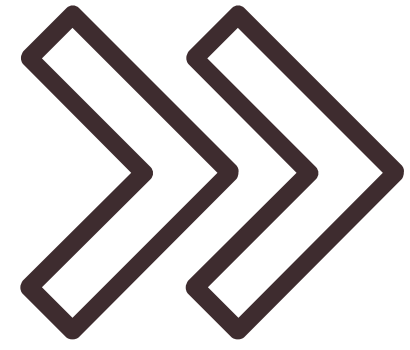
OUR ENGAGEMENTS

We are committed to a true partnership model, we work to align your goals and the most impactful workforce.

We assign a Dedicated Engagement Manager to work alongside your team and ensure workforce productivity against your project timeframes and targets.

Operating across all modes of staffing, we can also provide ready-made teams, complete with their own leadership tasked with delivering projects on time and under budget, or skilled workers in short or long-term contracts.





THE WIDER GROUP



Partners On Country is a part of the Industrial & Specialist Services division of the PeopleIN Group.

PeopleiN

Healthcare & Community



Technology



Finance & Business Services



Industrial & Specialist Services





HOW WE HELP YOU

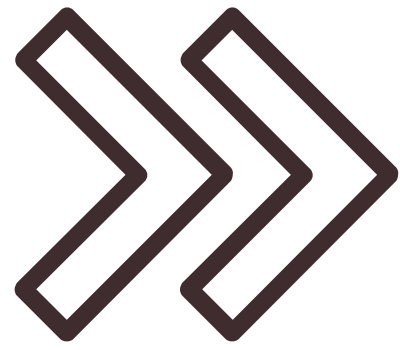


Partners On Country provides a national footprint with an understanding and commitment to Indigenous culture and participation. Our Supply Nation registration demonstrates the importance of an Indigenous business and workforce management On Country.

Partners On Country Business is 50% Indigenous-owned, have strong cultural values and are committed Partnerships with Native Title Groups, Aboriginal Parties and Indigenous Businesses. We recognise the importance of economic opportunity for Traditional Owners and are committed to Partnerships in the creation of jobs On Country.

When backed by the technology, administrative and strategic support of AWX, we become Partners On Country, a team that understands local people and delivers them right people faster and more effectively than ever before.

As individual businesses we have a long history of supporting indigenous people into work and connecting operations all across the country into the workforce they need. Together, we're supercharging this capability to quickly and effectively get local people to the businesses that need them.



INDIGENOUS BLACK BELT MOVEMENT



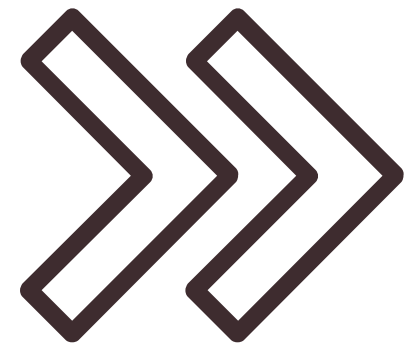
COMMITTED TO DRIVING MEANINGFUL CHANGE

Partners On Country have proudly assisted in establishing the Indigenous Black Belt Movement (IBBM) in collaboration with Vermelho Brazilian Jiu-Jitsu.

The initiative was developed with the goal of decreasing Indigenous youth's representation in juvenile systems and has been a great success with male and female young adults, and children. The program incorporates valuable lessons on and off the mat that promotes confidence, self-belief, and discipline while helping teach youth physical strength as well as psychological strength.

IBBM has seen great success throughout regional communities all over Australia and continues to thrive.





OUR SERVICES



Partners On Country workforce solutions are geared for results by leveraging our greatest capability – our people.



LABOUR HIRE & RECRUITMENT

Whether it's same-day requirements or scheduled projects, POC have proven capability in providing short & long-term staff to blue and white collar industries. We aim to save employers time and ensure the transition of our staff is as seamless as possible.



PERMANENT RECRUITMENT

We offer permanent recruitment solutions for a range of industries. POC has the flexibility and resources to provide “bulk recruitment” drives for our clients – ranging from short listing HR services right through to psychometric testing.



WORKFORCE MANAGEMENT

POC want to remove the challenge of managing large cohorts of staff. POC will manage the whole process from sourcing, attraction and recruitment, to payroll, training, and time attendance, to performance management, staff support, and retention. We can save your resources and lower the risk for your business.



TRAINING & DEVELOPMENT

We invested in Training & Development teams to ensure our staff are effectively trained in providing you with quality solutions. POC also have Systems & Processes teams who are dedicated to ensuring our clients, candidates, and internal staff are thoroughly trained on Time Attendance and Reporting systems.



OUR PEOPLE

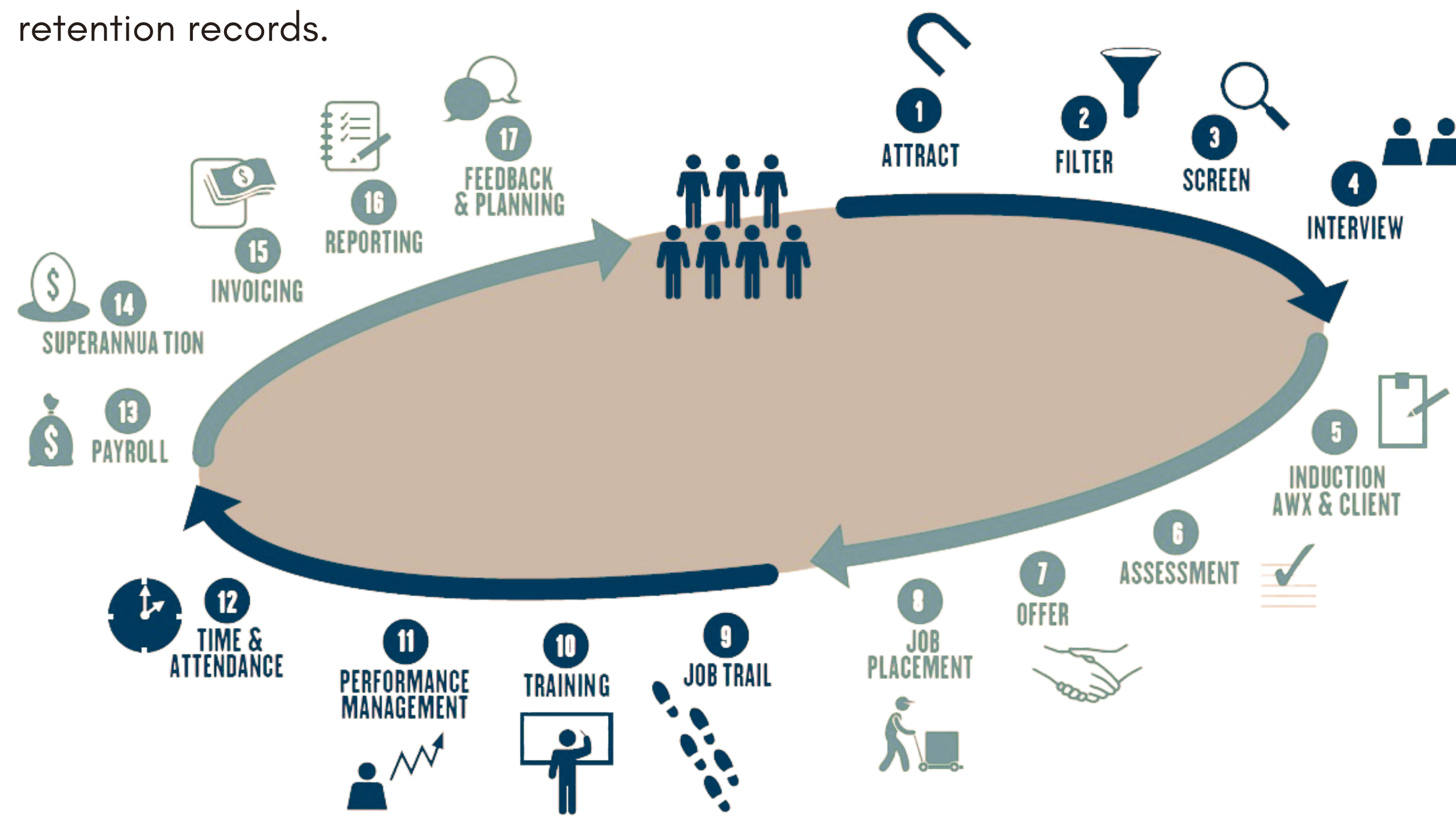


Our staff are carefully selected through our proprietary “X-Grading Recruitment” program. We are committed to matching the right candidates in the right workforce.

Partners On Country work with our business partners to understand their requirements to make sure our staff is fit for the job and company culture.

We have access to a large national database of experienced and competent staff, giving you the ability to scale up or down the production of your business based on seasonality.

Our dedicated account management team is available 24/7. Staff are fit and safe for work – our staff screening program is industry leading with proven retention records.



OUR TRAINING

TRAINEESHIPS & APPRENTICESHIPS

Partners On Country Traineeship and Apprenticeship program is a pathway for First Nations people to start their careers with the opportunity to undertake a formal qualification.

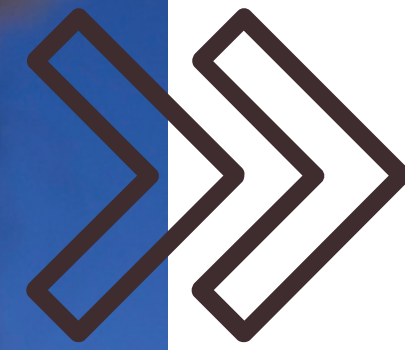
All full-time or part-time training for staff is flexible and is designed to adapt to how your business operates. Your employees would gain a nationally recognised qualification while learning hands-on experience.

Your trainees will have dedicated Training Program Managers to:

- ✓ Ensure they're progressing through their qualification at an appropriate rate
- ✓ Ensure they're safety & wellbeing on-site is maintained
- ✓ Support them throughout the process of their apprenticeship or traineeship
- ✓ Support them throughout their employment

Engaging staff in traineeships and apprenticeships means we can work towards a better future for the Australian Industry.





MENTORING & SUPPORT

First Nations employees also have access to the Indigenous Leadership Coaching Program, a high level coaching program designed to build on the unique skills of Indigenous staff who are ready to take the next step in their career.

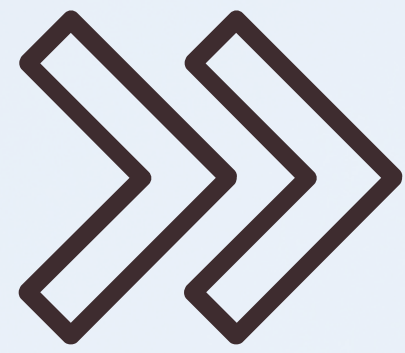
Partners on Country assign a training field officer which can ensure your trainee or apprentice settles into their role quickly and effectively by providing a support system for the best outcome.

Our formal 3 Monthly Training Check is a great way to capture your trainee or apprentice personal development to achieve the desired outcome.

The training field officer will identify:

- ✓ How your trainees are transitioning into the on-site training
- ✓ What skills and knowledge are sound, and what needs work
- ✓ If there are any performance problems and how to address them
- ✓ Outcome of training sessions or visits with the training organisation





OUR INDUSTRIES



- ✓ **Construction & Civil Construction**
- ✓ **Landscaping & Horticulture**
- ✓ **Agriculture & Fisheries**
- ✓ **Manufacturing & Consumer Goods**
- ✓ **Transport & Logistics**
- ✓ **General Labouring**
- ✓ **Hospitality & Retail**
- ✓ **Mining**
- ✓ **Engineering**
- ✓ **HR & Payroll Services**
- ✓ **Industrial Services**
- ✓ **Administration & Executive**
- ✓ **Specialist Services**
- ✓ **Facilities Maintenance & Management**
- ✓ **Security**
- ✓ **Warehousing**
- ✓ **Record Management**
- ✓ **Planting**
- ✓ **Farm Labour & Seasonal Work**

»» CONTACT US

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»» OUR LOCATIONS

