

TRACKS

INTEGRATED SERVICES

Recruitment, Talent Acquisition,
Human Resource Management



YOUR PARTNER IN
BUSINESS SUCCESS

www.tracksis.com.au
1300 320 501



About TRACKS

TRACKS Integrated Services Pty Ltd is a human capital and innovation company specialising in Indigenous training and employment. Established in 2018, TRACKS stands for *Training and Recruitment giving Aspiring Careers a Kick Start.*

As a proud Northern Territory company, TRACKS operates throughout Australia. We offer a suite of integrated services that allow us to canvas multiple

labour markets to source the best candidate in response to our business clients' needs.

At TRACKS, we are passionate about helping businesses find talented workers locally and avoid the costs and effort of recruiting from outside. The TRACKS team has exceptional experience, networks and relationships in place to capitalise on the many benefits local people bring to the workplace.



OUR CAPABILITY

- ✓ Staff recruitment, selection and permanent placement
- ✓ Staff casual/temporary labour hire
- ✓ Talent management
- ✓ Onboarding and payroll services
- ✓ Training and inductions
- ✓ HR/IR consulting, services and advice
- ✓ Workforce planning and skills gap analysis

TRACKS Workforce



7, including 2 Indigenous trainees

Indigenous Business



Registered with Supply Nation and member of NT Indigenous Business Network

Diversity credentials



Female employees:
70%
of the workforce



Indigenous employees:
45%
of the workforce

Reconciliation commitments



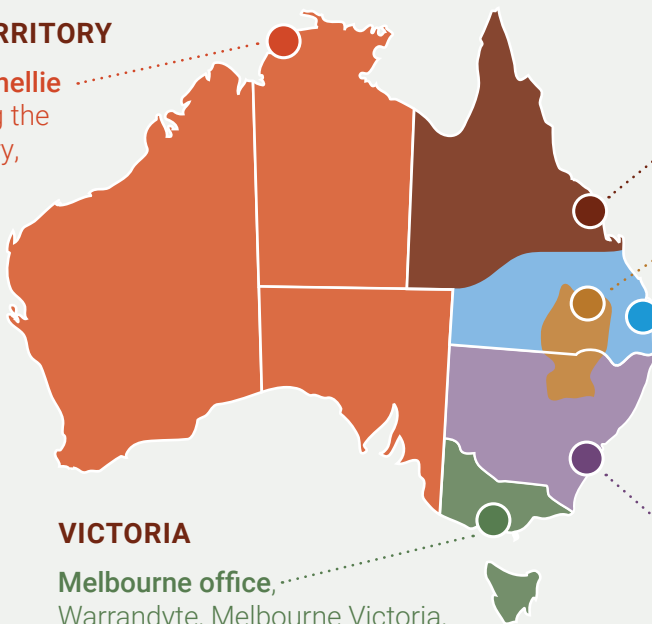
Innovate Reconciliation Plan endorsed by Reconciliation Australia

OUR LOCATIONS

TRACKS' head office is in Darwin, Northern Territory. We provide services Australia-wide through the following national network of offices.

NORTHERN TERRITORY

Head office Winnellie Darwin, servicing the Northern Territory, South Australia and Western Australia.



QUEENSLAND

Rockhampton office, servicing central north Queensland.

Chinchilla office, servicing the Surat Basin, central south Queensland.

Brisbane office, Springwood Queensland, servicing Queensland.

NEW SOUTH WALES

Shellharbour (Oak Flats) office, servicing New South Wales and the Australian Capital Territory.

VICTORIA

Melbourne office, Warrandyte, Melbourne Victoria, servicing Victoria and Tasmania.



Our Workforce

TRACKS is quickly becoming an agency of choice in being able to provide the best workforce solutions for businesses, large and small. With a complement of 7 staff, of which 4 are Indigenous, our multidisciplinary team brings a range of skills and experiences to deliver innovative solutions that meet our business clients' immediate and long-term workforce needs.

We have networks and relationships in place to capitalise on the enormous opportunities local people bring to the workforce. At TRACKS, we understand the challenges of doing business in the Northern Territory. This is particularly so in regard to the hurdles businesses can encounter in attracting talented people and matching the right person to the right job.

TRACKS has a workplace mentoring and talent management program to help our business clients innovate and transform their workplaces. This program promotes continuous learning and personal growth, to maximise workplace productivity and make full use of an employee's skills and talents.

Our commitment to mentoring and talent management has contributed to a number of our job candidates successfully transitioning from temporary labour hire contracts to full-time work. We are well placed to equip our business clients to deploy the critical workforce skills they need, by being able to draw on our expanding pool of talented and high-calibre candidates.

Indigenous Recruitment

While TRACKS caters for all industries and job candidates, we have particular expertise in Indigenous training and employment. The TRACKS team has proven capabilities to help our business clients meet their diversity goals and improve Indigenous workforce participation. We actively promote career opportunities that lead to long-term meaningful and rewarding work for Indigenous people.

Through our Innovate Reconciliation Action Plan we are deepening our engagement and work with local Indigenous people, communities and organisations. We will use the learnings from these engagements to enhance our training and recruitment services to take full advantage of the unique skills, capabilities and lived experiences Indigenous people bring to the workplace.



Our Services



PEOPLE & PERFORMANCE MANAGEMENT

- Delivering the full range of labour hire and permanent recruitment services.
- Specialising in Indigenous employment.
- Experienced recruiter of local candidates.
- Talent pipeline and workforce retention strategies.
- Workplace mentoring and talent management program.

TRACKS has access to thousands of potential job candidates who are registered with us and are actively looking for work. Our talent management, recruitment and retention services can accommodate candidates at all stages of their employment, from those entering the workforce for the first time to people who are established in their job and looking for a career change.

We have successfully managed labour-hire contracts with 17 Northern Territory-based companies as major employers from the manufacturing, civil construction and defence industries. We are also experienced in recruiting and placing candidates into permanent jobs.

The TRACKS team has the skills and capabilities to source quality candidates to fill multiple roles in blue-collar, university graduate, clerical, administrative and managerial jobs. Just under 40% of the candidates placed in employment have been Indigenous, of which 64% were female.



CONTRACTING

- Increasing training, work and employment opportunities through contracting services and forming partnerships with civil construction, earth moving, mining, oil and gas, plant hire and transport companies.
- Offering complete workforce solutions and delivering direct benefits to the Northern Territory labour market and economy.
- Giving priority to Indigenous-owned and operated businesses.

TRACKS actively pursues opportunities to promote training, skills development and local employment through delivering contracts ourselves and by entering into joint ventures with companies, with priority given to Indigenous-owned and operated businesses. These contracts allow TRACKS to combine its industry knowledge and experience as a local recruiter with the successful delivery of civil construction, roadworks and general earthworks projects. The end beneficiary is the Northern Territory economy through increased local employment, workforce skills development and training.

In 2022, TRACKS joined forces with the local civil engineering company, DAC Enterprises, to rehabilitate a section of Litchfield Park Road, north of the Finnis River in Darwin. Through this partnership, several local Indigenous people were employed in various jobs in the land revegetation and road rehabilitation works.



CONSULTING

- Co-design and deliver skills training, onsite work experience and employment pathways linked to local jobs.
- Local workforce development plans, strategies and practices.
- Onsite training and management of remote and mobile Aboriginal workforces.
- Strategic development, review and evaluation of Indigenous workforce participation plans for the construction and other industry sectors across the Northern Territory.
- Support the involvement of Aboriginal Business Enterprises in tendering for government work and as suppliers for major economic development projects.
- Evaluate, review and write Reconciliation Action Plans.

TRACKS Consulting leverages our expertise in recruitment and human resource management to build workforces and increase local employment opportunities. We prepare strategic workforce plans and talent management programs in response to industries' remote and mobile workforce training and employment needs.

Our consulting team is constantly developing new services and products to improve employment pathways to real jobs, especially in difficult-to-access labour markets. We source government funding to upskill Indigenous Northern Territorians to be employment-ready and win competitive jobs. Our particular focus for the future is working with schools and the Dept. of Education, to support the successful transition of Indigenous senior secondary students from school into work, further training and education.

TRACKS Consulting also has a range of products and services to help Aboriginal business enterprises win government contracts, including where requested, providing governance and capacity-building support for Aboriginal Controlled Organisations to successfully deliver on Local Decision Making agreements.



Our Record

KEY PROJECTS UNDERTAKEN

1. Labour hire placements and wrap-around mentoring services

- Ichthys Project, LNG Civil Works and Defence contracts in Darwin and Katherine
- Ranger Uranium Mine Rehabilitation Project in Jabiru NT
- Civil construction of the Litchfield Park Road Upgrade, Stage 2
- Civil construction of Litchfield Park Road Bridge works
- Rehabilitation and revegetation of a portion of the Litchfield Park Road, north of the Finnis River
- Various Northern Territory Government civil construction projects

2. Permanent recruitment services to support the establishment of an Australian Government call centre in Darwin, panel contractor for the Northern Territory early careers public service employment pathways program, and First Nations not-for-profit broadcasting, media and communications.

3. Tailored consultancy projects

- Tender documents and submission writing
- Traditional Owner group consultation to support tender submissions
- Development of a Workplace Mentoring and Talent Management Program and workforce training strategy
- Development of an Innovate Reconciliation Action Plan

PREVIOUS AND CURRENT BUSINESS CLIENTS



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