



Indigenous Labour Hire and Recruitment Specialists

Ochre is Australia's only private, 100% Indigenous-owned labour hire business founded and run by an Aboriginal woman. To start from scratch and now be generating an annual revenue of more than \$10 million, without the aid of government funding, is testament to the strength and value of the Ochre brand.

HOW TO SUCCESSFULLY ACHIEVE YOUR INDIGENOUS EMPLOYMENT TARGETS BY WORKING WITH OCHRE

Ochre helps motivated companies increase their Indigenous workforce so they can achieve social outcomes through diversity targets without the frustration of finding experienced reliable talent.

GROUNDING



TARGETS

- Where are you on the ladder of success?
- Workplace Diversity strategy audit to define needs
- Labour hire, payroll, permanent, training or direct job posting on iWork

DECISION MAKERS

- Identify key personnel
- Initiate discussion with Ochre
- Formulate next steps

COMMITMENT

- Review T&C's
- Contract signing
- iWork Jobsite integration

FLOWING



PROMOTION

- National talent pool
- Trusted community network
- Engage job hunters across social media

RELATIONSHIPS

- Onboarding - Assessment & interviewing
- Mentoring support
- Consistent client contact

STABILITY

- Experienced talent
- Achieving targets
- High retention

DYNAMIC



ASSESS

- Reflect on progress
- Redefine needs & future roles
- Provide flexible solutions together

COMMUNITY IMPACT

- Spotlight success stories
- Record career milestones
- Create program ambassadors

PARTNERSHIPS

- Joint community initiatives
- Input into bids & tenders
- Nominations & Awards

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 and utilises the scope, experience and expertise of 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, 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.

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.
- Ochre is the fastest growing Indigenous business in WA, now with a National service offering.
- Ochre 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 Ochre the ability to source candidates from a wide variety of working and educational backgrounds, regional and remote areas.
- Ochre 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.
- Ochre 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.



The most prominent Indigenous employment 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 PEOPLE

Over 1,700 Indigenous people employed over last 8 and a half years.

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 187,000 visitors since last year. As of August 2018, iWork has over 37,000 active users. A particular job can have a reach of 300,000 Indigenous jobseekers. iWork uses 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 – over 9000 LinkedIn followers, 9,500 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 PREVIOUS AND 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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