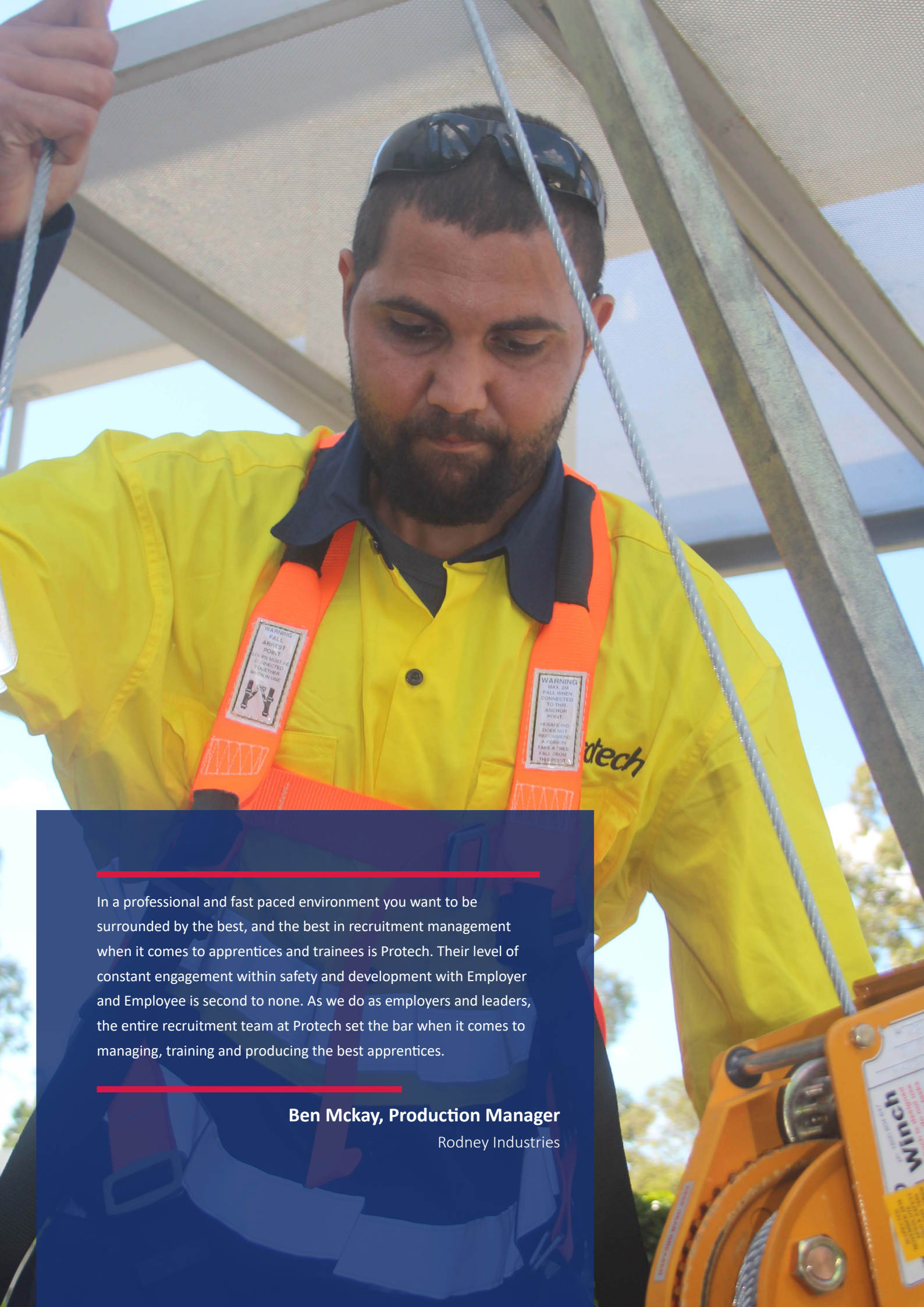




APPRENTICES AND TRAINEES

 **protech**



In a professional and fast paced environment you want to be surrounded by the best, and the best in recruitment management when it comes to apprentices and trainees is Protech. Their level of constant engagement within safety and development with Employer and Employee is second to none. As we do as employers and leaders, the entire recruitment team at Protech set the bar when it comes to managing, training and producing the best apprentices.

Ben Mckay, Production Manager

Rodney Industries

Protech is an Australian privately owned, leading and dynamic provider of technical and professional advanced workforce acquisition and management services.

Established in 2006 by Founder and Managing Director Marc Meili, Protech's vision is to bring a new and exceptionally high standard of service with a goal to provide technically specialised, customer-focused workforce solutions. Protech Group has since evolved as a leading provider of employment and training services throughout Australia. Our services are professionally delivered by dedicated staff, committed to delivering quality employment and training and providing a bridge between school and employment. As well as providers of apprentices and trainees, Protech is a specialist in the provision of semi-skilled, skilled, technical, trades and professional personnel.

For this reason, we are determined to provide our clients with the flexibility that enables them to successfully win and deliver major projects in an ever-increasing and complex operating environment.

Protech's vision is to lead the next generation of apprentices and trainees. Under Protech's strong culture of safety and quality, the apprentices and trainees we hire are equipped with the best opportunity to succeed in their chosen career path.

Our purpose is 'to be a positive influence in people's lives'.

CIVIL ENGINEERING AND INFRASTRUCTURE	BUILDING AND CONSTRUCTION	ASPHALT AND ROAD SURFACING
MINING AND RESOURCES	ENGINEERING AND MAINTENANCE	TELE- COMMUNICATIONS
MANUFACTURING	DEFENCE	ADMINISTRATION
RENEWABLE ENERGY	LOCAL GOVERNMENT	RAIL

The GTO Model

As a group training organisation (GTO), Protech are the legal employer of apprentices and trainees. Our team is responsible for carefully selecting the apprentice or trainee through our Protech Certified Process, managing all training activity, completing the relevant paperwork for wages, allowances, superannuation, workers compensation and employee benefits, and rotating the apprentice between different businesses (when required), to ensure that there is a broad range of training and experience.

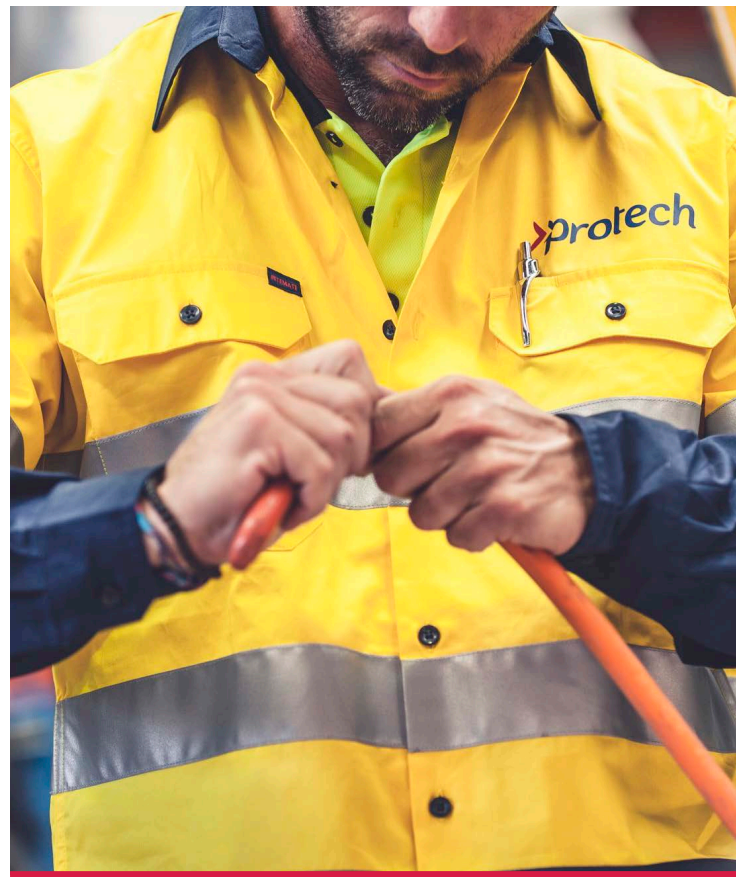
A GTO is a corporation established predominately to provide training and employment opportunities. GTOs employ apprentices and trainees and are responsible for ensuring that those employees receive suitable training and experience. To achieve this aim, the GTO will find a suitable 'host' employer for each apprentice or trainee to work with on a daily basis.

Mentoring and development is key to leading the next generation of Australian Apprentices.

Alongside the management and development of apprentices and trainees, our Protech development officers ensure the ongoing mentoring and management of these team members. This includes providing:

- **A SAFE WORKSITE**, continuously seeking improvements from our clients to ensure our employees go home safely each and every day.
- **JOB-READY EMPLOYEES**, supplying our clients with all the necessary advice and introductions to make their first day on the job stress-free and successful.
- **REGULAR WORK VISITS**. Our development officers will regularly visit the workplace to provide mentoring, support and ensure your apprentice is progressing smoothly.
- **TRAINING COMPETENCIES** are met, and Protech mentors answer questions or concerns the apprentice may have.

Protech offers this mentoring and management with the aim of guiding apprentices and trainees through important educational milestones, as well as facilitating higher learning in the form of dual trades and additional certifications. In doing so, our apprentices and trainees are equipped with the support they need to succeed in your business and throughout the remainder of their trade career.



We offer tailored solutions to your workforce needs.

APPRENTICE AND TRAINEE EMPLOYMENT

Protech provides end to end recruitment, placement and ongoing management for apprentices and trainees. Our apprentices and trainees are all Protech Certified, and we ensure their capabilities match with the requirements and culture required by our clients. By providing ongoing support, including administration, mentoring, and safety management, our clients and apprentices and trainees are guided throughout the whole placement.

TAILORED SOLUTIONS

Whether it is for a short-term or long-term project, a clerical or trades-based role, or 3 staff compared to 300, Protech is able to assist you in sourcing skilled, quality apprentices and trainees. Through our co-creation model, we evaluate and establish our client's objectives. By engaging with you as early as tendering stage, we are able to maximise the positive impacts, opportunities and efficiencies across the entire lifecycle of the project.

WORKFORCE DEVELOPMENT SOLUTIONS

Studies have proven that investing in staff decreases production errors and increases performance. Protech's apprenticeship and traineeship solutions are a great way for your employees to work, earn and learn on the job, against your standard operating procedures and workplace culture. Not only will Protech work with the apprentices or trainees, we'll look into upskilling your current workforce and providing a comprehensive approach to training and development.

SCHOOL-BASED TRAINEESHIPS

To bridge the gap between education and the workforce, Protech offers school-based traineeships to lead young people into their desired career path, getting ahead of other candidates in the industry. A school-based traineeship allows high school students to develop the skills and knowledge of the workplace while still at school, earning an income while they learn and to build confidence in the industry.



‘Protech-ting’ people from harm

Protech is committed to ensuring our employees are returned home safely at the end of each day. Our safety culture, together with a systematic approach to Work, Health & Safety, employs both proactive and reactive systems supported by a high calibre internal risk management team, enabling us to minimise the risk of injury to our apprentices and trainees.

We understand that we are in a privileged position of being able to impact the opportunities and lives of our team and take very seriously our role in ensuring that these employees enjoy safe working environments, with the ability to return home at the end of the day.

SAFETY MANAGEMENT

Our safety focus underpins a range of partnership frameworks for safety management, developed with our clients across a range of industries, geographical locations and site conditions. These frameworks are independently certified to comply with the Australian and New Zealand Standard of Occupational Health and Safety AS/NZS4801 and the International Standard IS 45001. They empower our strong safety culture and provide a blueprint for working safely under any condition.

SAFETY TRAINING

Protech offers comprehensive safety inductions for all apprentices and trainees, as well as site and industry specific inductions for preparation before starting a new role. These inductions are developed in conjunction with our client experts to ensure the most up to date and relevant information. Our relationships with key training providers ensure ongoing, nationally recognised skill development.



At Protech, quality is fundamentally embedded into our company culture. It is integral to everything we do, every day. It defines our service levels, our processes and most importantly, the calibre of apprentices and trainees we supply to our clients, on an on-hire or permanent basis.

Protech Certified

To ensure the apprentices and trainees we provide to clients meet their key personnel, skill and industry requirements, we have developed a rigorous and selective vetting process to ensure every applicant meets these requirements.

This process includes:

- Work Rights Verified
- Pre-employment Drug & Alcohol Screening
- Criminal Background Declaration
- Licenses & Tickets Current
- Passed Selection Criteria Interview
- Multiple Reference Checks
- Skills & Experience Confirmed
- Online Safety & Employment Induction Completed
- Medical Declaration and Physical Agility Test
- PPE Available
- Mechanical & Electrical Aptitude Testing



Investing in the development of young and/or inexperienced workers is a responsibility taken seriously

FUTURE-PROOFING YOUR WORKFORCE

The challenges of an ageing workforce and a deepening skills shortage will only be remedied by a proactive and targeted approach to workforce development which includes the employment of apprentices in well-structured and meaningful programs. Employing inexperienced workers comes with unique requirements and demands when compared to your core employees, and as such, Protech has developed techniques and approaches tailored to this cohort of workers.

INDUSTRIAL AGREEMENT

Our Industrial Agreement allows for the facilitation of these training options, offered under a model that has been developed by Protech to assist our clients to meet industry specific skilling and Indigenous training quota requirements, now embedded in most Commonwealth and State government funded civil infrastructure projects.

COST-NEUTRAL TRAINING

Protech appreciates that most modern infrastructure projects include some element of training, often in the form of mandatory training quotas to be achieved as part of the overall project deliverables. We have therefore established a training solution that allows us to, wherever possible, develop cost neutral training solutions for our employees across varied industries.

APPRENTICE & TRAINEE MANAGEMENT

Protech acts as the primary employer and is responsible for carefully selecting the apprentice or trainee, managing all training activity, completing the relevant paperwork for wages, allowances, superannuation, workers compensation and employee benefits, and rotating the apprentice between different businesses (as required), to ensure that there is a broad range of training and experience.





Our Diversity Programs help create a diverse and inclusive workforce for both Protech and our clients.

Protech has incorporated a number of diversity programs into our business operations. One such program is our Women in Construction initiative, which was established to rectify the underrepresentation of women in the construction workforce. As well as this, we encourage our First Nations Workforce initiative through our partner company Dreampath Recruitment. Together with our Reconciliation Action Plan, this program provides ongoing support with employment opportunities.

Mentoring is key for our apprentices to succeed.

Protech's apprentice and trainee mentors are experienced and qualified in a number of varied industries. Having support from industry experts allows our apprentices and trainees to get ahead in their chosen field for their best chance at success.

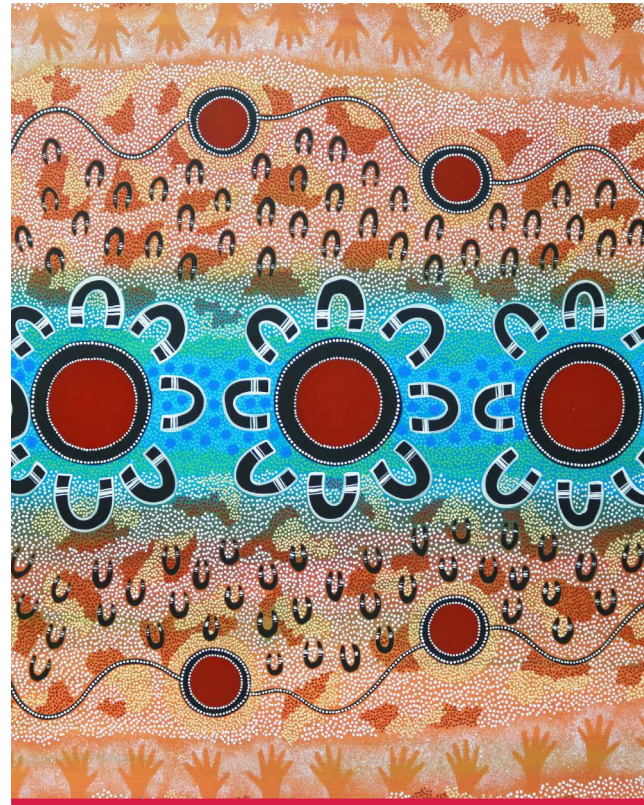
Our vision for reconciliation is to create a diverse and inclusive workforce for both Protech and our clients.

By developing our Reconciliation Action Plan, Protech are committed to provide ongoing support with First Nation employment opportunities.

Protech aims to utilise our Progressive Programs to deliver positive employment outcomes for Aboriginal and Torres Strait Islander peoples, providing them a means to reach their full potential and through their placement within the workforces' of our clients, broadly share the knowledge, cultures and experiences they have developed throughout history. Our Reconciliation Action Plan is made up of four distinct segments:

- Relationships
- Respect
- Opportunities
- Governance, Tracking, Progress and Reporting

A copy of our Reconciliation Action Plan can be found on our website.



Protech are continuously evolving and are joined by a number of innovative, strategic organisations. Protech Group Companies include:



WWW.DREAMPATH.COM.AU



WWW.QSAFETY.COM.AU



WWW.CERNOVA.COM



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Victoria
Geelong
Melbourne

South Australia
Adelaide
Port Pirie

Tasmania
Burnie
Launceston

Western Australia
Bunbury
Perth

Northern Territory
Darwin

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