



PROTECH GROUP  
**CAPABILITY  
STATEMENT**

1800 477 683  
PROTECH.COM.AU



# ABOUT PROTECH

Protech is a privately owned Australian business that provides industry-leading technical and professional workforce acquisition and management services, specialising in the provision of skilled, semi-skilled, technical, trades, and professional personnel. Protech assists its clients in delivering successful projects by providing quality workforce solutions.

## Our Purpose

Protech's purpose is to be a **positive influence in people's lives**; and that's exactly what it has done, employing over 4,000 people across Australia.

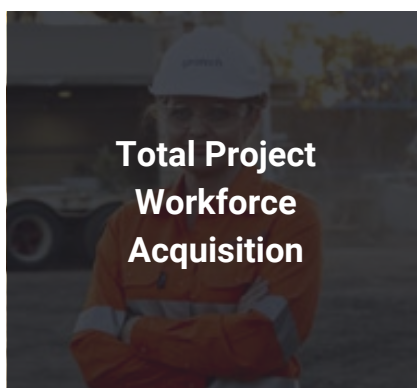
## Large National Footprint


With more than 25 offices and satellite locations across Australia, Protech can provide you with a personalised solution, no matter where your business or project is based.

## Industry Expertise & Strong Relationships

Through our deep industry knowledge, solid client relationships, and our broad range of industry memberships, we keep up to date with key industry issues, market pressures and workforce development trends. This insight allows us to ensure the solutions we develop accurately reflect current and future workforce requirements.

## Our Services





***"Protech staff have a  
"Can Do" attitude.  
Client issues are a  
priority, and they  
simply get the job  
done. I will continue  
to use Protech in the  
future"***

**JASON  
MORAN**

CONSTRUCTION MANAGER

CPB CONTRACTORS

# PROTECH GROUP DIVISIONS

## CIVIL CONSTRUCTION

Protech has strong experience as the first choice supplier of Quality People in Civil construction throughout Australia.

## MINING AND MAINTENANCE

Protech supplies responsive solutions to the mining and resources industry which provide workforce flexibility for open cut and underground operations.

## WAREHOUSING & MANUFACTURING

Offering permanent and temporary staffing solutions for both white collar and blue collar employment.

## RENEWABLES

Protech have a legacy of supplying skilled people across a wide and diverse range of clean-energy projects.

## DEFENCE

With a large national footprint to supply Quality People throughout Australia, Protech offer temporary and permanent staff to the Defence sector.

## BUILDING & CONSTRUCTION

With a long history in the building industry, Protech supply skilled building site trades and labour, machine operators and site staff.

# POWERED BY PROTECH

## PROTECH RAIL

Protech Rail provides a total management solution to rail clients Australia-wide. Protech Rail is fully equipped to handle specialised projects including track installations, maintenance, and occupations (shutdowns).



## QUANTUM SAFETY

Specialising in worksite protection in the rail sector across Australia, Quantum Safety draws on more than 50 years of senior industry experience, with demonstrated capacity to deliver safe and effective outcomes across the rail industry.



## DREAMPATH

**Dreampath** is a national, Supply Nation-certified, Indigenous labour hire and workforce solutions provider. Protech established Dreampath together with the 100% Indigenous-owned Blackrock Industries, making a difference for First Nations communities across Australia.



# THINKING PROTECH? THINK QUALITY.

## Q U A L I T Y

Quality People.  
Every Time.  
(Protech Certified).

United Approach  
(Co-Creation).

Australia-wide  
national footprint.

Leaders in  
Safety (BeSafe).

Inclusive  
Programs.

Technical  
Industry Focus.

Why Protech?  
We're  
First Choice  
for Quality.



The success of your project relies on quality people, and when it comes to quality, Protech are first choice. At Protech, Quality is at the heart of everything that we do. From workforce planning through to recruitment and ongoing management, Protech can assist you every step of the way when it comes to providing quality workforce solutions.

PROTECH ARE

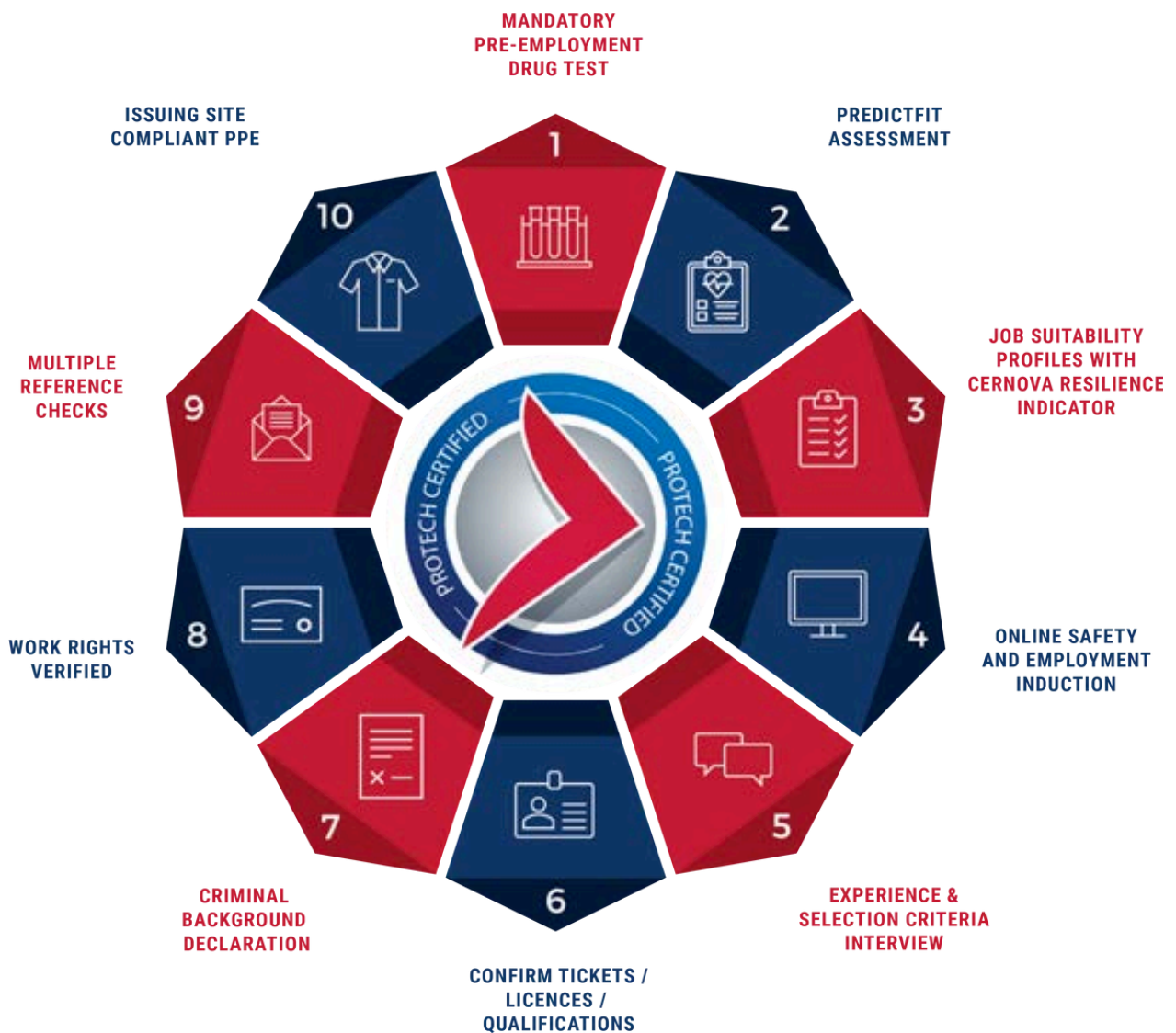
**FIRST**   
**CHOICE**

FOR QUALITY



# QUALITY PEOPLE. EVERY TIME.

Years of experience has allowed us to develop a streamlined process for attracting, recruiting, and managing quality people. This helps us ensure that you are provided the highest quality people, every time.



## PLANNING

### **Co-Creation: working with you to plan for your ideal workforce.**

Workforce planning is not a one-size-fits-all process. We will work with you to determine the specific requirements for your project and create your workforce plan. The process begins by understanding your requirements and outlining a detailed scope. Once the plan is implemented, we will manage the solution and review the performance against the key project metrics. That is co-creation.

## RECRUITMENT

### **Sourcing the highest quality people for you.**

Tailoring the attraction process to suit your specific needs ensures the widest selection of applicants to choose from. Whether it's working with our local offices in remote locations, engaging Indigenous communities, utilising the Protech diversity and apprenticeship programs, or simply advertising online, you can rest assured knowing that the right applicants will be found.

## SELECTION

### **Protech Certified means the highest quality people, every time.**

Quality is at the core of everything we do. From our employees through to our processes, you can trust that Protech provides only the highest quality solutions. And when you see Protech Certified, you know that you're getting the best staff available. Protech Certification is an extensive selection process that ensures only the best applicants make it through to client projects.

## ONBOARDING

### **A formalised onboarding process ensures smooth sailing.**

All Protech Certified applicants undergo a set onboarding process before commencing a project. This ensures they have a complete understanding of expectations and are equipped with the knowledge and training to do the best job possible. Our onboarding program ensures all required documentation is filled in, PPE has been issued, and the induction process has been completed. If additional training is required for your specific project, this can be added to the onboarding process as well.

## MANAGEMENT

### **Leaving ongoing management to us means less concerns for you.**

From the first day a Protech employee works on your project, we'll be there to make sure we're delivering on our promise of quality people. Our team perform regular checks, both formal and informal, to monitor our employees and provide guidance where needed. Our ongoing training and toolbox talks ensures we maintain a safe working environment for both you and our employees. You also don't need to worry about administration as we manage all aspects of payroll and HR. And when it comes time to end or extend your project, we'll look after that too.



# UNITED APPROACH

CO-CREATION

Traditional recruitment is typically associated with high quality people at higher costs. While labour hire is associated with flexibility and responsiveness but can be hit-and-miss.

At Protech, we take the best of both worlds, providing a solution which is flexible and responsive while maintaining a consistent, high-standard of people. By doing so, we're able to provide our clients with added value.

## THAT IS THE CO-CREATION METHODOLOGY.

By taking the time upfront to understand your needs, objectives, and challenges, our team is able to apply our expertise to your specific situation and provide a superior solution, leading to a more effective outcome.





# AUSTRALIA-WIDE

## NATIONAL FOOTPRINT

Our national presence ensures we can provide you with quality people no matter where your business or project is based. Our combination of corporate offices and satellite locations cover all metropolitan, remote, rural, and regional locations across Australia.

As Australia's largest privately owned workforce solutions provider, Protech has offices in all major capital cities and a rapidly expanding regional office network. We also remain flexible, with an ability to establish satellite offices for remote projects.

We do not use third parties or subcontractor organisations to deliver core recruitment services, which guarantees the same level of service nationally.





# LEADERS IN SAFETY

BESAFE

## Proactive Approach to Safety

At Protech Group, creating a secure and safe work environment is paramount. Our commitment is reflected in our robust safety management strategy, structured around proactive, ongoing, and management-driven processes. Each project begins with a clear set of safety standards and KPIs, tailored to meet the specific needs of the site.

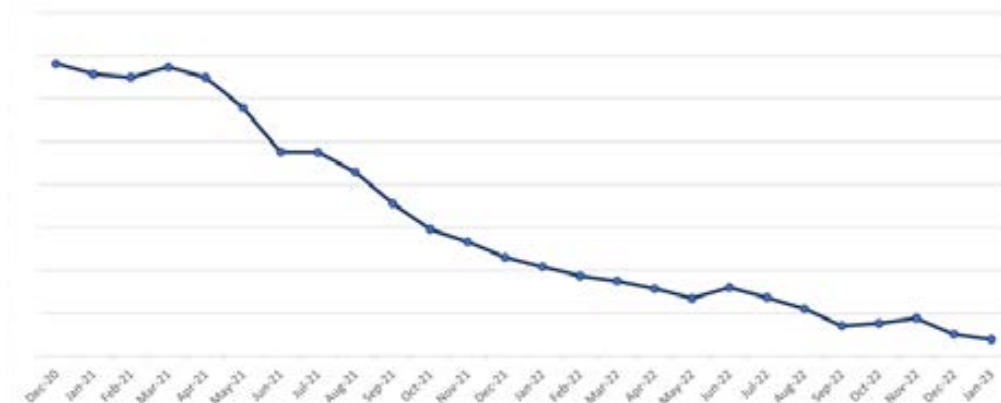
## Employee Training and Assessment

Before any of our certified employees step onto your site, they undergo rigorous safety training and assessments. This includes physical evaluations using our advanced Screen-SAFE® technology and Medequest® systems, ensuring they meet the job's physical demands and maintain a positive attitude towards safety. Our onboarding process includes detailed inductions tailored to your project's specific safety protocols.

## Safety Innovation with Cernova

In collaboration with Cernova Neuroscience, we're pioneering the use of AI to enhance mental resilience and behavioral safety in high-pressure environments. Protech's partnership with Cernova ensures only the safest people are placed on-site. Since implementing Cernova to pre-screen employees in December 2020, Protech has seen incredible results which significantly reduced the number and severity of incidents, along with associated costs. As a result of having a repeatable, scientifically-backed benchmark, we have created one of the safest workforces in Australia.

### Protech Group TRIFR 60% Improvement since 2020





# LEADERS IN SAFETY

CONTINUED

## On-site Safety and Communication

Our safety specialists regularly perform on-site safety checks, and our communication channels remain open for continuous reporting and updates on safety matters. Protech manages all aspects of employment compliance, from industrial relations to payroll. Our presence on-site extends to developing strong relationships with teams, ensuring adherence to safety culture, and effectively managing any incidents that arise.

## Injury Management and Rehabilitation

Our approach to injury management is proactive and responsive. Our dedicated managers handle every aspect—from incident reporting to investigation, rehabilitation, and return-to-work processes. This ensures a swift resolution and effective measures to prevent future occurrences. Together, we not only meet safety standards but set new benchmarks for workplace safety, ensuring your projects are executed safely and efficiently.





# INCLUSIVE PROGRAMS

INDIGENOUS EMPLOYMENT

## Partnering with Dreampath to provide Indigenous Employment Opportunities

Dreampath's vision is 'To be a positive influence in people's lives', with their approach pivoting on creating substantial employment avenues for Indigenous communities, breaking the cycle of generational unemployment. Through Protech's partnership with Dreampath, we can work with you to actively 'Close the Gap', offering a bridge to real job prospects for Indigenous people and helping you increase the diversity of your workforce.

### Dreampath can help you with:

- Indigenous employment
- Indigenous business procurement
- Cultural awareness programs
- Indigenous procurement policy consultants
- Indigenous apprentices and trainees
- Indigenous mentoring programs

Dreampath offers a comprehensive solution to enhance your workforce by prioritising diversity and meeting your Indigenous employment targets. By engaging with local Indigenous organisations near your project and providing targeted training, we not only help meet your employment needs but also play a crucial role in altering the life paths of at-risk Indigenous youth, fostering community engagement and support.





# INCLUSIVE PROGRAMS

WOMEN IN NON-TRADITIONAL ROLES

## WORKING TOWARDS GENDER EQUALITY ACROSS ALL INDUSTRIES.

In Australia, the underrepresentation of women in industry considered to be 'male-dominated' continues to affect gender equality. Whilst women make up nearly 46% of the overall job market, their numbers dwindle in sectors such as construction (12%), mining (15%), and utilities (23%). With women only accounting for approximately 12% of the total workforce in the construction industry, and women leaving the industry at a rate almost 40% higher than their male counterparts, it's clear that more needs to be done to increase the participation rate of women in the construction sector. Through collaboration with our client partners, Protech is determined to lift the participation rate of our female workforce in the construction industry from 12% to 25% by 2026, while subsequently providing our clients the benefits of a more gender diverse workforce.

### Women in Construction Program

The pre-employment program, run in partnership with RoadTek and Construction Skills Queensland (CSQ) from 2017 - 2023, provides women with an overview of the industry and the career paths available. They're also given the opportunity to acquire the skill-set to become immediately operationally effective in the industry, with life-skills training combined with accredited industry training. The program has been successfully run annually since 2017, with 90 percent of applicants continuing to work for RoadTek and/or with other companies.





# INCLUSIVE PROGRAMS

APPRENTICES & TRAINEES

## MENTORING AND DEVELOPING THE NEXT GENERATION.

As a group training organisation (GTO), it is our goal to become the market leader, assisting industry to overcome the current skills shortage within Australia by increasing the overall numbers of apprentices and trainees employed.

With Protech you can upskill your current workforce by providing comprehensive training and development. Protech apprentices and trainees are all Protech Certified, ensuring you receive the same high quality workforce solutions you have come to expect from Protech. In addition, as Protech is their primary employer, we handle all of the administration, so you don't need to worry about the paperwork, workers compensation, or superannuation.

Ongoing support is provided throughout the placement, including administration, mentoring, and safety management.

Protech offers this pastoral care with the aim of guiding apprentices and trainees through important education milestones, as well as facilitating higher learning in the form of dual trades/qualifications 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 working career.





# TECHNICAL INDUSTRY FOCUS

## QUALITY PEOPLE: EVERY INDUSTRY, EVERY PROJECT.

With a technical industry focus, Protech has strong expertise across asphalt and road surfacing, civil construction and infrastructure, industrial maintenance and engineering, mining and resources, warehousing and manufacturing, rail and renewables industries. With our co-creation approach, we work closely with clients to deliver Quality People, Every Time, no matter the project.

## OUR INDUSTRIES:



**Asphalt & Road Surfacing**



**Building & Construction**



**Civil Construction**



**Mining**



**Industrial Maintenance & Engineering**



**Warehousing & Manufacturing**



**Professional Technical**



**Rail**



**Renewable Energy**



**Telecommunications**

# WHY CHOOSE PROTECH?



When Quality matters, make Protech your First Choice. With a proven, Quality-first methodology, innovative safety processes and a large national footprint, Protech can supply you with **Quality People, Every Time.**

PROTECH ARE

**FIRST** >  
**CHOICE**

FOR QUALITY

# CLIENTS CHOOSE PROTECH FOR QUALITY



# MAKE PROTECH YOUR FIRST CHOICE FOR QUALITY

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT US.

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