

Tasmanian Industry Participation Plan (template)

The Tasmanian Government is committed to maximising opportunities for local SME* businesses to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan:

- for all procurements with a value exceeding \$5 million;
- for nominated procurements (at the discretion of the procuring Government entity) greater than \$2 million and up to (and including) \$5 million; and
- for private sector projects valued at over \$5 million that receive support, including in-kind support, valued at or greater than \$500 000 from the Government.

Procurement details

Procurement Reference No.	DOH-5824C
Procurement title	Provision of Short-Term Staff/Labour Hire Services
Name of Responsible Agency/Entity	Department of Health

* Local SMEs are Australian and New Zealand businesses employing less than 200 people, consistent with the obligations under various free trade agreements and procurement arrangements by which the Tasmanian Government is bound.

Supplier details

Name of supplier	Adactin Group
Contact details for supplier	Suite 14, Level 3, 48-50 George Street, Parramatta NSW 2150

Local SME industry impact

What is the direct local impact of your business?

Adactin Group Pty Ltd (ABN 24151048225) "Adactin" is local Australian (**100% Australian owned and SME**) Software IT Consulting Services company, providing Consulting, Development, Recruitment and Integration Services to the corporate houses that help them in improving and automating their processes. Adactin partners with Enterprise organizations to provide customized, unique, cost-effective solutions with renowned experts and a team of highly passionate and certified resources.

Adactin is providing business benefit to local SME industry in Australia by following the below practices –

- 1) Adactin is 100% Australian owned and all its staff is local (Australian citizens and Permanent Residents)
- 2) Adactin's Nearshore delivery model (delivery from Parramatta-NSW and Watson- ACT based offices) promotes local resource jobs against offshoring.
- 3) Adactin has a training arm where we have trained more than 1000+ participants in upgrading their skills and helping them get employed by mainstream industry verticals. With proposed contract we should be able to further upskill and train local Tasmanian resources into mainstream industries.
- 4) Adactin partners with Universities like UWS (University of Western Sydney) and UTS (University of Technology) to provide valuable Industry guidance to the upcoming talent. Adactin will partner with local Tasmanian universities to provide me similar industry guidance.

Goods and services to be utilised in the contract

How much of the goods and services in your submission will be provided by/sourced from local SMEs (this includes goods/services you provide as well as goods/services procured/produced from suppliers/sub-contractors/partners)?

Adactin is itself a local SME with guiding principles for achieving local hiring which include the following guiding principles -

Recruit - our workforce reflects the diversity of the community we serve.

Include - our culture fosters access and inclusion (Go Local).

Adactin Capability Framework is a key component within the Adactin culture agenda. It provides a clear and consistent basis for highlighting the critical capabilities we need to meet the ongoing challenges of the future. The Capability Framework helps both managers and employees to regularly calibrate observed behaviour against the standard.

We regularly measure, monitor and report on the diversity of our workforce, evaluate trends and identify areas for improvement.

Current Level – As Adactin is a 100% Australian company, all our employees are local citizens or Permanent residents only. Adactin is keen to promote Local Tasmanian participation and already in discussion with few key enterprises to increase its local Tasmanian employment levels.

Identify the goods and/or services you expect to purchase in order to complete the contract and provide the requested information in relation to same, where known.

Identified goods and/or services	Total estimated value	Name of supplier anticipated to be used (if already determined through existing supply chain arrangements)	Location of supplier (where already determined through existing supply chain arrangements)	If supplier not yet determined, is there a local SME market for same? (Yes/No)
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Opportunity for local SME involvement

Will you source components of your offer from other local SME companies/sub-contractors or is there new work to be undertaken locally as a result of you fulfilling the contract or workers travelling to the local area to undertake the work? How much?

Adactin itself is a local SME and is versatile in the field of IT, Digital and Data Management as it contains numerous mechanisms to source good candidates.

Adactin uses its own database developed over the period of 7 years. The database is updated on a daily basis. Our database size includes - Data Insights - 290 candidates, Programming- 3390 candidates, Project Management & Business Analysis - 450 candidates, Testing - 2570 candidates and Digital Technology - 4950 candidates across varied geographies (TAS, ACT, NSW, VIC, QLD and SA)

Adactin marketing team works closely with its recruitment team. They also use multiple channels to find candidates like SEEK, LinkedIn, employee referral policy, closed group messages, meet ups and walk-in interviews.

Adactin is a matrix structured organisation where each business unit is formed on the lines of job families. Each job family consists of technical team working along with the recruitment team and account managers.

The key focus is to train the team as per the requirement of each job family and the industry changes around them. Each business unit is part of specific recruitment and technology groups to increase their depth in the industry and improve their focus areas.

Adactin also promotes its client's Value Proposition (CVP) to all its candidates. It helps in attracting new hires and with engaging and retain employees. Key aspects of EVP which the recruitment team talk to the candidates include-

- Client Brand
- Benefits
- Career Growth
- Work Environment

This is done via variety of ways including, testimonials, Company videos, blogs etc
Adactin plans to recruit the candidates that are locally available in Tasmanian Market.

Adactin Recruitment Process - Adactin follow a stringent recruitment process to make sure highly skilled and experienced candidates.

Key Systems/Process of our Recruitment Process include-

1. **Planning the recruitment process AND Job Analysis** - Upfront planning includes thinking about the steps in recruitment and selection early; and scheduling the activity, resources and time to support the process. Also Job analysis is critical to recruitment and selection because it is the foundation of a high quality process and when done well identifies not only the skills and knowledge required to perform a role but also the attributes, which can be used to assess 'cultural fit' within an organisation. Key strategies and tools to plan and job analysis include

- i. Understand the tasks related to the current job - Used existing knowledge based or tools to review the task descriptions.
- ii. Understand the capabilities (knowledge, skills and attributes) required for the position
- iii. Turn the capabilities (knowledge, skills and attributes) into key selection criteria
- iv. Review position description

2. **Attraction of Candidates** - Attracting the right candidates to apply for vacant roles is an important step in the recruitment and selection process. Various strategies and tools to attract candidates include-

- i. Our existing pool of IT resources include more than 10000+ resource
- ii. Online Job Portal Advertising (seek, mycareer etc)
- iii. Employee/Contractor References
- iv. Social Media advertisements
- v. Marketing of our brand

3. **Internal Short-listing** - Internal short-listing of the candidate is done based one below criterion

- i. Knowledge - what the person knows in order to perform in the role
- ii. Skills - the specific skill/ability needed to meet the required outcomes of the role

- iii. Attributes - personal characteristics/ style/values relevant to perform in the role and to align with the organisation

4. Selection process: interviewing and additional assessment - Key activities during Selection process include

- i. People involved in the interviews - ~~Internal~~ interview panel consists of both Technical and HR resources
- ii. Preparing questions and conducting interviews - Pre-defined list of questions are planned to judge candidates based on exact job need of the client
- iii. Scoring interviews - Candidates are scored based on their interviews

5. Shared Shortlisted candidates with client - Shortlisted candidates then shared with client for further rounds of interview

Adactin will source all his candidates from local Tasmanian market only. Hereby encouraging local involvement.

Adactin is keen to promote Local Tasmanian participation and already in discussion with few key enterprises to increase its local Tasmanian employment levels.

Broader economic opportunities

Are there any other impacts that your business and/or this specific supply will provide to the local/regional economy?

Adactin is providing economic benefit to local SME industry in Australia by following the below practices -

- 1) Adactin encourage best practices and innovation within the ICT industry in Australia to promote improved efficiency, productivity and competitiveness within the ICT Industry for the benefit of all parties and further the Government's contribution to making the industry vibrant, efficient and internationally competitive. Adactin has IT products like Ginger, Turmeric and eJobtree.
- 2) Adactin's Nearshore delivery model (delivery from Parramatta-NSW and Watson-ACT based offices) promotes local resource jobs against offshoring.
- 3) Adactin is 100% Australian owned and all its staff is local (Australian citizens and Permanent Residents)
- 4) Adactin's training model include we spend 2% of our revenue on training all our staff and improve their competitiveness level.

- 5) Adactin partners with Universities like UWS (University of Western Sydney) and UTS (University of Technology) to provide valuable Industry guidance to the upcoming talent.
- 6) Adactin offer services to several international clients (US, Japan, UK and Israel) from its Australian locations (using Australian staff) leading to valuable Foreign currency for Australia.
- 7) Adactin's publishing arm has published numerous renowned books internationally leading to Australian Thought Leadership in international market.
- 8) Promote the highest standards in the industry by seeking a commitment to comply with the spirit and intent of all laws, regulations and codes that have an impact on the industry
- 9) Reduce costs and increase the value obtained from Australia's capital assets by maximising opportunities for local industry participation on the basis of value for money
- 10) Improving the standard of occupational health and safety across the industry and recognising the importance of skills development and the maintenance of the industry workforce.