

## 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**

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

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\* 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***

<b>Name of supplier</b>	Manpower Services (Australia) Pty Ltd
<b>Contact details for supplier</b>	Level 22, Tower 2, 201 Sussex Street, Sydney, NSW 2000

## **Local SME industry impact**

What is the direct local impact of your business?

**Response:** Manpower are proud to state that the awarding of this contract would have significant positive impact to the local industry/Economy. Manpower are proud to be current servicing members of the Panel and have provided gainful employment to 4 members of the Tasmanian community thus far. Manpower are proud of the fact that in 2018 alone, our Tasmania branch are set to provide meaningful work to 180 Tasmanians, thus contributing to the Tasmanian workforce within both private and public sectors. Our aim is to continue to power the world of work in the Tasmania region, and strongly believe that this can be achieved through the continued partnership with the Department of Health. We anticipate that, through partnering with the Department of Health; Manpower will be able to create more than 15 SME created as a result of the awarding of this contract. As previously mention, Manpower have already successfully placed 4 employees as a result of the Department of Health panel.

## **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)?

**Response:** Manpower confirms that no external local SMEs will be required for the delivery of Labour Hire services. As these services are recruitment services, no goods/services will be required to be procured/produced from suppliers/sub- contractors/partners.

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.

<b>Identified goods and/or</b>	<b>Total estimated</b>	<b>Name of supplier anticipated to be</b>	<b>Location of supplier (where</b>	<b>If supplier not yet</b>
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services	value	used (if already determined through existing supply chain arrangements)	already determined through existing supply chain arrangements)	determined, is there a local SME market for same? (Yes/No)
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 because of you fulfilling the contract or workers travelling to the local area to undertake the work? How much?

**Response:** Manpower confirms that no external local SMEs will be required for the delivery of Labour Hire services. As these services to be delivered are recruitment services, no goods/services will be required to be procured/produced from suppliers/sub-contractors/partners.

Detail how you intend to identify and engage with sub-contractors and/or other SMEs in relation to the delivery of the contract including your supply chain ie use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups, etc.

**Response:** Not applicable

Detail the process that you are to undertake to ensure that local SMEs are not to be disadvantaged where competing with other suppliers in the provision of goods or services to be used as part of this contract (ie unpacking of procurements into smaller components so that local SMEs can compete more effectively etc).

**Response:** Not applicable

**Broader economic opportunities**

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

**Response:** Manpower help power the broader economy through powering the world of work. From the day we launched we've been helping people find meaningful work, whilst helping our clients find the right people, with the right skills, at the right time.

On average, we place 50,000+ candidates into jobs with approximately 2,000 clients yearly. This equates to individuals earning combined wages totaling more than \$22.5 Million.

Our Sustainability Plan focuses on learnability and employability: developing in- demand skills ensuring employability for the long-term. We partner with clients, governments and

organisations to get people Ready for Work, Skilled Up to stay relevant and focus on diversity so workplaces are Integrated and Inclusive.

We invest in strategies that increase workforce participation opportunities for diverse groups. We actively combat discrimination and other forms of disenfranchisement in the workplace. Areas of focus include;

- Indigenous Recruitment
- Disability Initiatives
- Gender Equality
- Youth Participation/Rural areas

We commit to recruit, train, employ and develop **Aboriginal and Torres Strait Islander (ATSI)** candidates. Examples;

- provided 20 Special measure – Indigenous Stream candidates for the 2015 Border Force Recruit Campaign
- partnered with Department of Social Services ATSI liaison officer to maximise the Department's exposure to ATSI applicants. Achieved an ATSI applicant uplift of 300%; 85% progressed to assessment centre; 63% offered roles
- partnered with Department of Defence to develop their Indigenous Employment Strategy. We have enlisted over 650 ATSI candidates since 2009

We partner with the **National Disability Recruitment Coordinator (NDRC)** and the **Australian Network on Disability** (Gold member). Our framework sees NDRC submitted candidates included in our selection processes for all opportunities. We include both organisations logos on advertisements and through our disability confident recruiter training, all candidates are treated equally, with respect. We ensure workplace adjustments are in place prior to commencement.

Promoting **gender equality** starts at the job description stage. We address the barriers and actively work to remove them. We partner with not for profits like “Dress for Success”, who provide work ready/corporate attire to women with barriers to employment.

Our Green Army collaboration with Department of Sustainability and Environment/Landcare to **recruit youth (17-24)** into environmental projects in urban and rural locations resulted in;

- 820+ participants;
- 36.4% secured employment;
- 8% further study;

Because we understand the unique connection of work and human dignity, we leverage our capabilities to provide meaningful job opportunities, ultimately benefitting our Economy.