

Tasmanian Industry Participation Plan

DOH-5991 – Oral Health Trainee Panel

The Tasmanian Government is committed to maximising opportunities for local suppliers to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan (TIPP):

- 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 ID	DOH-5991
Procurement title	Oral Health Trainee Panel
Name of Responsible Agency/Entity	Tasmanian Health Service

Supplier details

Name of supplier	Work & Training Limited
Contact details for supplier	Rodney Hayden rodney.hayden@workandtraining.com.au 03 6214 5177

Are you a Tasmanian SME*? Do you employ Tasmanians?

Are you a Tasmanian SME?

YES

How many Tasmanian jobs will be supported by this procurement activity? This is hard to determine - based on current figures, there will be approximately 20 trainees who will go into full-time employment after their traineeship is completed.

How many people do you employ in Tasmania?

Work & Training currently employs 48 staff which includes full-time, part-time and casual employees.

Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.

Moonah – 1,052 hours – 30 staff

Launceston – 264 hours – 8 staff

Devonport – 300 hours – 10 staff

Total – 1,616 hours Tasmanian vs 0 non-Tasmanian employees

Would any new Tasmanian jobs be created by the proposed contract - how many?

Existing Work & Training staff will be able to manage the contract if successful, however, if the number of Trainees sees an increase in workload that requires extra staff, this can be easily arranged.

If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?

Not applicable

Apprentice and Trainee Employment

As at the 31 July 2022, Work & Training employ 349 Apprentices and Trainees.

A breakdown by location is as follows: South – 228, North – 60 and North-West – 61

Work & Training is a prominent Tasmanian business, employing apprentices and trainees, delivering training services, and Foundation Skills in the South, North and North/West regions of Tasmania over the past 30+ years. The company has forged long lasting and strong relationships with the local business community, schools and with Government through the employment of local staff working in each region of the state. This has resulted in extensive local knowledge and networks. Work & Training's knowledge is obtained from face-to-face discussions with people at every level; from Boards of Directors, CEOs, and Managers, HR Advisers to employees and apprentices and trainees.

Where are the goods or services to be used in the contract sourced from?

Work & Training provide all the goods and services identified in this submission, with the support of parent company, IntoWork Australia, providing extra support if required. This could be in the form of HR, Marketing or IT functions.

Based on our delivery of this contract previously, we estimate the value of locally sourced goods and services versus imported will be 100% local.

Work & Training's submission will incorporate local products, services and capabilities by providing 100% Tasmanian trainees for these positions. These trainees will be trained in Tasmania by a Tasmanian training organisation, TasTAFE.

Opportunity for Tasmanian SME* involvement

Will you source components of your offer from other Tasmanian SMEs or subcontractors? If possible, provide details.

No

How will you identify and engage with subcontractors or other Tasmanian SMEs to deliver the contract? Will you use existing supply chains or advertise sub-contracting or supply opportunities? Will you liaise with local industry groups?

Work & Training will not be using subcontractors in the delivery of this contract. We will work with the local schools and TAFEs to promote the traineeship opportunity. We will work with Regional Jobs Hubs and Employment Service Providers to make them aware that this opportunity is available to suitable jobseekers.

Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?

Work & Training will leverage from its existing networks throughout Tasmania to work with a variety of organisations.

Broader social and economic opportunities

Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?

Work & Training will use their prior experience and success to ensure that they increase and improve the pool of oral technicians in Tasmania by increasing the skilled workforce in this industry.

Will this contract lead to new skills or expertise being developed within Tasmania?

This contract will see Work & Training and Tas TAFE work together to provide the best possible training and support for Trainees completing their traineeship. These trainees will be developing new skills daily throughout the term of their traineeship.

Will trainees or apprentices be appointed? If yes, how many and in which profession?

This contract is in relation to the recruitment and management of Trainees. After completing their traineeship, the trainees will be appointed depending on vacancies at the time and demand.

Does your organisation provide opportunities for pathways to employment for disadvantaged Tasmanians?

Work & Training demonstrates commitment to achieving outcomes in employment and education for a variety of cohorts. It has worked closely with Indigenous communities in metropolitan and regional areas of Tasmania for the past 14 years with diplomacy, integrity, tact and discretion and have established trust and rapport. It has been able to build and sustain partnerships enabling successful delivery of federally funded projects.

Key programs and services which are being delivered or have been recently delivered by Work & Training include:

Apprentice/Trainee Employment (Group Training) - Work & Training hires apprentices and trainees, takes responsibility for training them and remuneration. Trainees and apprentices are placed in jobs with companies that provide real-world, on-the-job training and experience. The Group Training division also handles the administration and support for both the learner and the employer associated with having a trainee or apprentice in the employer's business including, recruitment, aptitude testing, interviewing, contract administration, payroll, WHS, HR, training management, pastoral care and mentoring.

Indigenous Advancement Strategy - As part of the Government's Indigenous Advancement Strategy, Work & Training deliver an Indigenous Advancement Literacy and Numeracy Program. This is a free program for Aboriginal and Torres Strait Islander community members to develop language, literacy and numeracy skills, along with employability skills.

Youth Jobs PaTH - Youth Jobs PaTH is funded by the Australian Government and helps young people gain the skills and work experience needed to get and keep jobs. Work & Training delivers Youth Jobs PaTH Employability Skills Training (EST). EST helps young people understand what employers expect in the workplace and supports them to get job ready.

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26TEN Literacy and Numeracy Employer Grants - Tasmanian Education department 26TEN grants support employers and peak bodies to run projects to improve the literacy and numeracy skills of Tasmanian workers (paid and volunteers). Projects can include improving all aspects of workplace communication, for example, improving the reading, writing and maths skills of employees so they can do their jobs better. Work & Training have supported many employees with literacy skills in partnership with several Tasmanian Businesses including Australian Disability Enterprises, Aboriginal Health Service providers and for Civil Construction and Manufacturing industries.

Registered Training Organisation - Work & Training is Tasmania's largest private Registered Training Organisation, currently training 719 people.

Work & Training hold or have recently held Skills Tasmania contracts including:

Apprentice and Trainee Training Fund (User Choice) - provides subsidies to help cover the cost of providing quality training and assessment services for nationally recognised qualifications to Tasmanian apprentices and trainees.

Adult Learning Fund - The Adult Learning Fund supports jobseekers and adult learners in Tasmania to gain skills they need to improve their employment opportunities. The Fund aims to support effective pathways to employment by providing subsidies to Registered Training Organisations who provide training in both full qualifications and skill sets that lead to job outcomes. Work & Training has delivered Certificate III in Individual Support (Aged Care) pre-employment programs to jobseekers for the past ten years with over 90% of participants gaining employment following the program.

Skills Fund -The Skills Fund supports industries and businesses in Tasmania to grow and develop a skilled workforce by providing subsidies for training for existing workers to develop new skills through nationally recognised training. Work & Training partners with an employer or industry association to deliver the training.

Job Trainer Fund - The Tasmanian Job Trainer Fund is providing grants to Skills Tasmania endorsed Registered Training Organisations to provide fee-free nationally recognised training for job seekers, school leavers, and young people aged 17 to 24 to support them into employment as Tasmania emerges from the COVID-19 pandemic. Industries include Aged Care, Disability, Hospitality, Retail and Business.

Do you support the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support?

Yes – Work & Training support the Tasmanian Training Awards (Equity Award), run their own awards night for trainees and apprentices, sponsor North Hobart Football Club and sponsor many Expos and Conferences each year.

Local innovative solutions

Does your submission involve adding value to imported goods or services through local development or innovation?

No, not relevant

Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?

No, not in relation to this contract

Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.

As part of the recruitment process, Work & Training use a range of online testing solutions including Harrison Career Assessment (assesses career aptitude) and Esher House software which uses sophisticated software to analyse acceptance to change and readiness to make transition to desired careers.

Work & Training has a unique value proposition being part of an innovative business arrangement, as one of thirteen integrated workforce solution businesses (including Registered Training Organisations, Group Training Organisations, AASN provider, Labour Hire and pre-employment services) that fall under the banner of parent company, IntoWork Australia. The IntoWork Group is a national, not-for-profit organisation operating within a commercial environment, which actively promotes workforce participation aligned to employment, skills and support. The capacity to provide tailored, individualised support to businesses and individuals is unparalleled.

Businesses in the Group offer a range of services including training, white/blue collar recruitment, traineeships and apprenticeship placement, disability and community services and a wide range of other employment services. The Group employ over 1,500 staff nationally and employ/train over 80,000 people per year. With over 30 years' experience working with individuals, industry and businesses, IntoWork has the personnel, expertise and capacity to support all levels of state and federal government projects effectively.

Completed and endorsed	Leanne Wallace - CEO (Name and position) Work & Training Ltd (Supplier name) (Signature) .27...../...02...../..2023..... (Date)
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*A Tasmanian SME is a Tasmanian business employing less than 200 people