Tasmanian Industry Participation Plan Executive Summary

3022001928 – IT Labour Hire Panel

Procurement details

Procurement ID	3022001928
Procurement title	IT Labour Hire Panel
Name of Responsible Agency/Entity	Hydro Tasmania

Supplier details

Name of supplier	Clicks Recruit (Australia) Pty Ltd trading as Clicks IT Recruitment

Executive summary

Clicks IT Recruitment (Clicks) will deliver IT labour hire services to Hydro Tasmania under the IT Labour Hire Panel primarily through its Melbourne-based operations, supported by a national candidate network.

While Clicks does not maintain a physical presence in Tasmania, our delivery model is designed to support and maximise participation by Tasmanian professionals wherever possible.

Key outcomes of our approach include:

Supporting local employment

Clicks will actively prioritise sourcing and placement of Tasmania-based ICT professionals for roles under this panel, contributing to local workforce participation where suitable candidates are available.

Leveraging national capability to benefit Tasmania

Our established national talent network and recruitment capability will expand access to skilled candidates, supporting Hydro Tasmania to meet workforce needs efficiently while maintaining opportunities for local candidates.

Flexible and inclusive service delivery

Use of remote sourcing, digital onboarding and flexible work practices enables Tasmanian candidates to participate in roles without unnecessary relocation, improving accessibility to employment opportunities.

Engagement with local suppliers and SMEs

Where appropriate, Clicks will engage with Tasmania-based contractors, independent consultants and small businesses, ensuring they are given fair consideration alongside interstate providers.

Contribution to capability and skills development

Through placement opportunities, Clicks supports the ongoing development of ICT skills and experience, contributing to the broader capability of the Tasmanian workforce over time.

Overall, Clicks' approach provides a practical balance between national service delivery capability and meaningful local participation, supporting Hydro Tasmania to achieve both operational outcomes and broader economic benefits for the Tasmanian community.

Guidance note (can be deleted): The executive summary should be a brief overview of the information contained in the Tasmanian Industry Participation Plan, highlighting how the business will positively impact on the Tasmanian community.

Information provided in the Economic and Social Benefits Statement may be used as a guide.

The summary can be in point form, addressing aspects such as:

- *the impact of the business;*
- *the goods and services to be utilised in the contract; and*
- *any broader economic and social benefits.*