

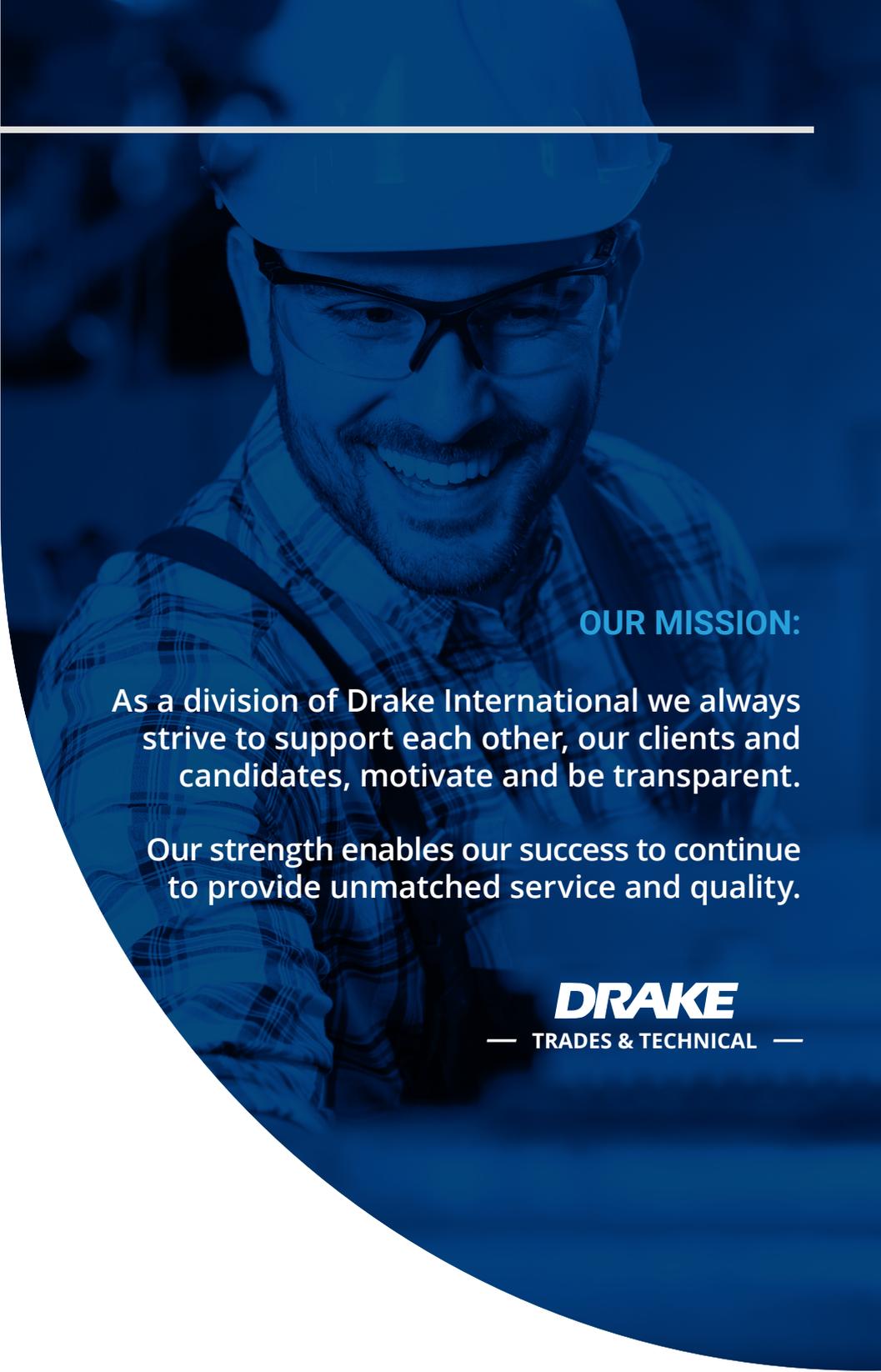
DRAKE

— TRADES & TECHNICAL —

DRAKE TRADES & TECHNICAL

CAPABILITY STATEMENT

Drake Australia
Level 40/55 Collins Street
Melbourne, Victoria, 3000
au.drakeintl.com



OUR MISSION:

As a division of Drake International we always strive to support each other, our clients and candidates, motivate and be transparent.

Our strength enables our success to continue to provide unmatched service and quality.

DRAKE

— TRADES & TECHNICAL —

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Secure your trade workforce with our industry speciality team.

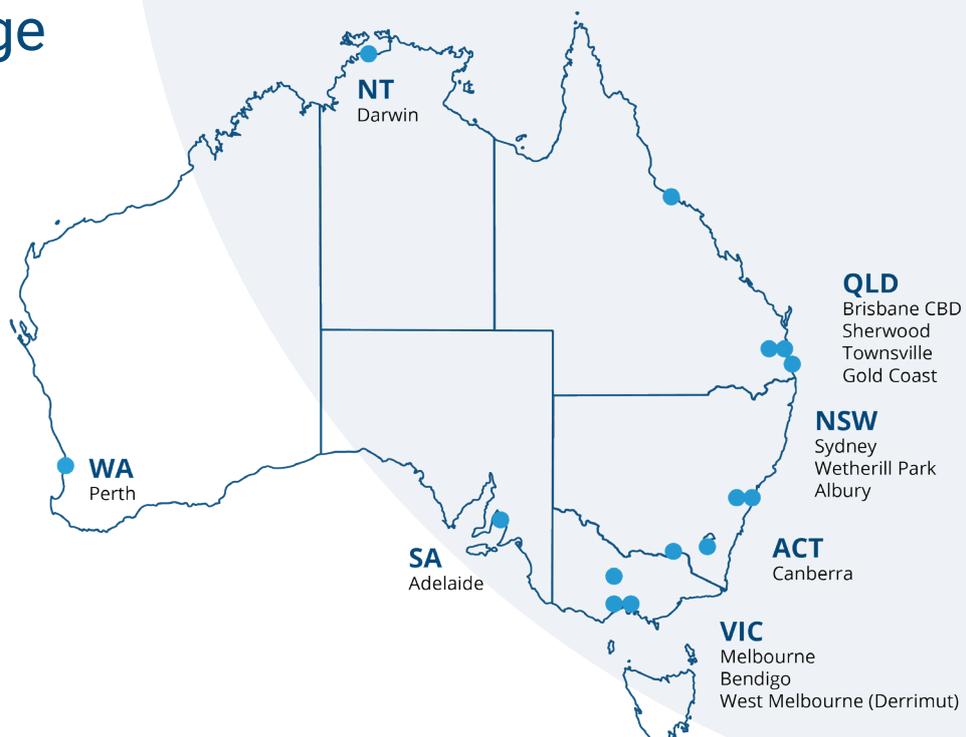
Our Story

As one of Australia's most trusted and enduring recruitment companies for over 70 years, Drake has provided local public and commercial companies with qualified specialists, to drive workforce key projects and enhance workforce efficiency. Our reach is extensive, with a national network of 14 offices across every mainland State and Territory in the country.

We seek to offer effective solutions to address every stage of the employee lifecycle, reducing costly employee attrition and always meeting the everchanging needs and expectations of our clients.

As a local fixture and global leader in human resource management, Drake International offers a full suite of services to help you attract, develop, and retain a high-performing workforce.

Our Coverage



Introducing Drake Trades & Technical

As a long-time provider to Australian industries, Drake Trades & Technical are industry specialists, with a proven capability in recruiting for high-quality trades and technical positions; as well as identifying and sourcing candidates that possess the right skills, knowledge, and experience to succeed.

Our track record is supported by our ability to deliver our client's innovative solutions, value for money, and simplicity.

Staffed by industry experts, our Trades & Technical team understand the importance of qualifications and experience, ensuring your projects close out on time and on budget.

During times of high demand, our team will drive the success of your organisation through a tailored, scalable service focused on efficiency, flexibility, and risk mitigation.

Drake Trades & Technical operates across every Australian State and Territory, utilising established recruitment strategies and networks in local and rural communities, supporting our client's recruitment needs.

Our Areas of Service

Excelling in the provision of high-skilled trades and engineering workforces, Drake Trades & Technical specialise in servicing clients operating in both public and commercial sectors.

The areas we service are



Permanent Recruitment



Contracting



Search and Selection



Special Projects

We operate across the following industries:

- Manufacturing
- Construction
- Engineering
- Automotive
- Mining
- Utilities
- Rail
- Oil and Gas
- Maritime
- Aviation



Our Recruitment Capabilities

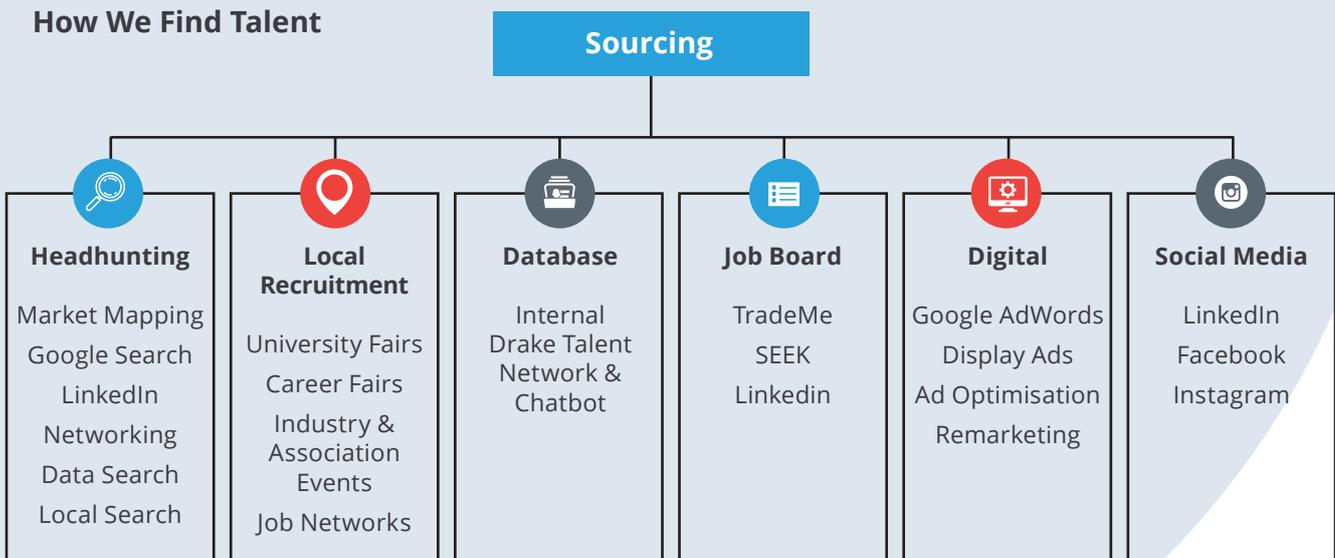
Leveraging our experience as recruitment specialists and using our established strategies, Drake Trades & Technical can assure you of our availability and capability to deliver all required services and campaigns in the requested timeframes.

Our approach to market is targeted, select, and disciplined. Having the capacity to assess key talent before making formal approaches, we look past candidates' resumes to analyse their capability and organisational fit.

Founded on a collaborative approach, our methodology is centred on traditional search and selection techniques, influenced by global best practice, and utilises a combination of traditional and technology-based assessment tools



How We Find Talent



Our Points of Difference

At Drake Trades & Technical, we speak your language!



Specialist trade consultants

Our consulting team has extensive 'hands-on' experience in the industry before joining the team. This in-depth trade experience lends itself to high-quality recruitment outcomes especially in those complex trade roles.



Partnership approach

The entire recruitment process is transparent, with our team taking a 'boots on the ground' approach. Our team takes the time to understand the strategic objectives and the skills, competencies, cultural fit, and experience necessary for each role.



We build strong talent networks

Our team strives to become true career partners to their talent & network connections, following career journeys closely to determine when they may be open to new opportunities. We also have access to multiple mediums and platforms that we use to source and attract candidates.



Safety first

Safety is a critical element in our service offering, and for any temporary or contract roles, the team completes a full site inspection before any placement to ensure a safe and compliant working environment.



In-depth candidate assessments

Each step of the recruitment process is carefully planned and executed for each applicant in line with key evaluation criteria including behavioral and personality assessments. Our proprietary assessments can help determine the performance and cultural compatibility of each candidate against job roles.

We confidently share our market analysis and industry insights, ensuring our client's talent needs are met on time and on budget.

Diversity, Equity and Inclusion

At Drake, we are committed to fostering diversity, equity, & inclusion. While our journey is ongoing, our shared goal is to create an environment where every individual is respected and valued. We are a community that recognises the strength of diversity.

Our approach is underpinned by robust corporate policies that formalise our attitudes, commitments, and responsibilities towards Diversity, Equity and Inclusion which include the following:

- **Our Corporate Values**

Diversity and inclusion is a key corporate value our teams embrace and align their actions and decisions with each and every day.

- **Diversity & Inclusion Committee**

We have an in-house Diversity & Inclusion Committee which plays a pivotal role in promoting equitable practices, fostering a diverse workforce, and creating an inclusive workplace culture within Drake.

- **Reconciliation Action Plan**

Our 2023 Reflect Reconciliation Action Plan guides our team in building meaningful relationships with Indigenous communities, fostering respect, understanding, and advancing reconciliation in social, economic, and cultural aspects.

- **Diversity Survey**

We undertake an annual diversity survey to assess our current demographic composition, and tailor inclusion efforts, leading to a more equitable and representative workplace.

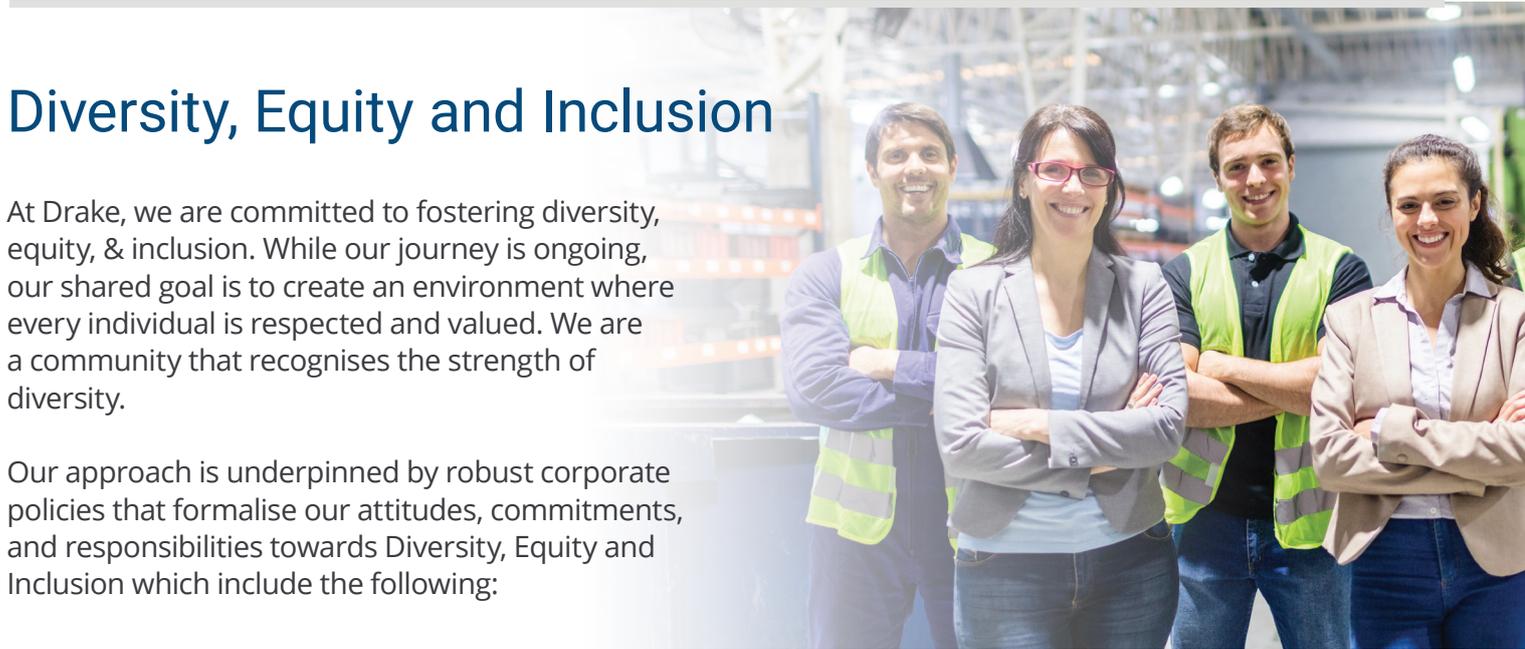
- **Indigenous Procurement**

We are members of Kinaway, the peak body representing certified Aboriginal and Torres Strait Islander businesses. This partnership helps us engage, create relationships, and conduct business with First Nation suppliers nationally.



- **Cultural Awareness & Unconscious Bias Training**

Our team undertakes a range of DE&I training to help employees navigate diverse environments with empathy and create inclusive practices for those we work with.



Our Success Stories



VISY, a global leader in the packaging, paper, glass, and resource recovery industry contacted Drake Trades & Technical in late 2021, with the need for support on a unique and complex project in QLD.

Our team focused on using their industry experience and network, to source quality and reliable candidates in a challenging short market. Creating a solid relationship with the Hiring Managers, our team embedded themselves in the project scope, which has enabled them to successfully build a Senior Leadership Team for this major construction project.

Within the last 6 months, Drake Trades & Technical have filled 15 complex project positions including Project Managers, Engineers, HSE Managers, and Designers, solidifying Drake Trades & Technical as one of VISY's preferred recruitment providers.



ANCA, a market leader in quality CNC grinding machines and CNC systems, contacted Drake Trades & Technical for recruitment support with an overwhelming number of vacant specialist roles, during and throughout the recovery of the pandemic.

The team provided ANCA with a dedicated recruitment team that worked exclusively across all roles. Additionally, we provided an on-site consultant who managed all the recruitment interviews and onboarded each new team member. A key focus on a short turnaround with a proven track record of 1-2 weeks from being given a role to placing a candidate.

Since 2021, we have successfully filled 60+ roles throughout the ANCA business. Our commitment and willingness to 'think outside of the box' has enabled ANCA to meet its talent targets.

Our Success Stories



SGS is one of the largest Testing Services in Australia. Drake Trades & Technical were able to assist SGS during the latest mining boom throughout the COVID pandemic. Our team in Western Australia supported SGS by placing over 50 staff in ongoing roles, whilst the borders were closed from the Eastern states.

These positions ranged from Mechanical Fitters, Laboratory Technicians to Sample Preparers. We have now been supporting SGS with their talent requirements for the past 2 years. Finding the right candidates in such a challenging isolated market, enabled Drake Trades & Technical to service SGS when others simply could not.



Bruce Rock is one of the industry leaders in heavy transport fabrication. Drake Trades & Technical managed to bridge the gap in a challenging candidate short market, and provided Bruce Rock with quality tradespeople for the past 2 years.

Having successfully placed over 30 tradespeople over multiple locations including local, FIFO, and DIDO roles, we continue to work with Bruce Rock by providing Boilermakers, Robotic Welding Operators, and many other skilled professionals. We have had a very successful transition rate from Casual to Full Time, and in turn, provided our candidates with security and long-lasting career progression.

What Our Clients & Candidates Say



Drake Recruitment cares about people and actually helps you! My name is Dan and my consultant was Roman, who is an asset to the company! He embodies the company values or an organisation that cares about its clients! Roman was able to do in a week what Centrelink couldn't do in 6 years, get me a job! Roman gave me a chance, he gave me back my confidence, and he made me realise that people do want to give a young man a job! I couldn't recommend this company more.

- Candidate (D Burge)



The Drake team has been part of our recruitment drive, directly supporting the recruitment of the production – shop floor teams. The ANCA team enjoyed working with Matt as he took a genuine interest in the roles and skills required within them to help find the best candidates. The ability to adjust and tune job ads and pitches to potential candidates helped Matt build a more detailed profile of ANCA's requirements that improved with each new position. This helped streamline the process and reduce ANCA's input into the interview process.

- Manufacturing Operations Manager (M Patman)



If you are looking for a recruitment agency that will treat you with integrity, respect, and value what you are looking for in your career, Drake is the agency to call. I will recommend Drake International to friends and colleagues in the future.

- Candidate (B Bartolo)



The overall experience in dealing with the Drake team has been highly professional. Everything is explained in clear terms, and I was made to feel like a true member of the team. This agency is truly 5 stars, and I will be recommending it to my broader network.

-Candidate (S Lambert)

Our Accreditations



Fully accredited to ISO Standards 9001 (Quality) and 45001 (OH&S), Drake Trades and Technical promote a ground-up approach to safety management, instilling the virtues of 'Zero Harm' at all levels of our workforce.

We understand the industries we work in are founded on the values of Safe Conditions and Safe Behaviours, prioritising the health and safety of your people. Accordingly, Drake Trades and Technical seek to align all aspects of our service to our client's OHS Management practices.

Our WHS Management is directed by Drake Safety, responsible for site inspection compliance, incident investigations, ISO45001:2018 auditing, and Return-to-Work program management.

This system and its associated documentation are also reviewed on an annual basis, ensuring compliance with industry trends, SAI Global audit recommendations, and legislative changes.

Ethical Business Practices

Drake Trades & Technical also has a zero-tolerance approach to Modern Slavery and have a company-wide policy in place. We are committed to acting ethically and with integrity in all our business dealings and relationships.

We make sure to continually implement and enforce effective systems and controls, ensuring Modern Slavery is not taking place anywhere in our own business, or any of our supply chains.



Our National Team of Specialists

Our specialist team of industry experts includes:



ROMAN KOESTER
Trades Manager Western Australia

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With a highly successful and awarded career in both temporary and permanent recruitment, Roman delivers a dynamic and personable service to Drake Perth customers, prioritising strong relationships and in-depth knowledge of clients and candidates alike.

Focussed on the heavy industrial sector, combined with trades, transport and logistics, Roman is proficient in delivering volumedriven recruitment campaigns that require agile and fastpaced recruitment strategies. Taking a great deal of pride in the relationships he cultivates, Roman has the natural ability to source quality staff in a short timeframe, delivering an exceptional level of service to all stakeholders.



SHELBY CRAMERI
Client Relationship Manager

Ph: 0435 806 855
E: scrameri@au.drakeintl.com

Shelby is a seasoned recruitment manager who brings a wealth of expertise and a distinctive perspective to the Trades team, particularly in the domain of flexible recruitment. With an impressive 6-year track record in this field, Shelby's experience encompasses a broad spectrum of clients within the warehouse and logistics sector. This specialised expertise serves as a crucial asset, seamlessly merging with the Trades team and enhancing its capabilities.

Shelby's talent for fostering close and effective collaborations with all stakeholders is a defining characteristic of her methodology, ensuring a consistently vibrant and personable service to both clients and candidates. Her leadership extends to the adept management of significant recruitment projects, ensuring seamless transitions, and guiding operational teams within the warehousing and logistics sectors. All of these efforts are directed towards the primary goal of identifying and securing high-caliber talent. Shelby's commitment to safety is underscored by her possession of a Certificate IV in Work Health and Safety, emphasising her dedication to placing the right candidates and prioritising safety.



GEORGIA MATTERSON
Regional Manager

Ph: 0408 967 362
E: gmatterson@au.drakeintl.com

Georgia Matterson, through her 20 years of industry experience runs the Victorian Region, specialising in Recruitment and HR solutions for our large Industrial clients. Georgia was notably the first female Trades Manager for the Laverton Steel Mill. She has run the largest heavy industrial multi-million-dollar divisions in Australia, with a very strong industrial relations requirement.

She proactively seeks opportunities and does everything with a purpose. Georgia has a strong partnership with Jobs Victoria and recently supported a project involving facilitating an exoffender program and placing individuals with a disability into ongoing meaningful employment.



VALERIE MUSCAT
Recruitment Consultant Victoria

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Valerie is a Victorian Recruitment Consultant who exerts a genuine passion for connecting the right person to the right job. Since joining Drake Trade & Technical, Valerie has forged and maintained a robust relationship with our internal and external stakeholders. Her willingness to learn and proactive attitude ensures she succeeds in resourcing candidates across Manufacturing, Engineering, Construction, Management, and Operations.

As a dedicated and highly motivated professional, Valerie goes above and beyond to make our recruitment process a seamless experience.

Drake Trades & Technical service delivery team is supported by in-house specialist departments, to ensure we have the experience and processes to support our clients:

- In-house Legal team
- WHS Team
- Finance
- Payroll
- IR and HR Team
- Operations Team
- Credit & Billing Department

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