


Workforce Solutions

Activating holistic initiatives to elevate sustainable and diverse workforce outcomes.

IPS works collaboratively with clients across a variety of sectors and industries to understand specific workforce needs. Driving the activation of a diverse workforce, that represents the community we all live and work in, to ensure attraction and retention of individuals to meet the ongoing needs of clients.

Our clients include: state and federal government agencies, Tier 1 employers, strategic alliances, and small business.



IPS provides consulting services across Australia

OUR SERVICES >>



PRE-CONTRACT

- > Client and Alliance consultation to inform and design procurement management and diversity participation plans to meet organisational requirements. Capability mapping for businesses and individuals, tailored development plans, contract support, advisory and design of culturally appropriate place-based mentoring.



PROJECT MANAGEMENT

- > Work collaboratively with our clients to provide professional support in project management, procurement management, contract management, superintendence, cost management and workforce planning.



ORGANISATIONAL CULTURE

- > Design and mature organisation and leadership cultural capability to cultivate highly effective teams. Achieved through detailed diversity inclusion strategies, tailored culturally appropriate mentoring, supervisor training and upskilling, culture measurement mechanisms and change management.



WORKFORCE DEVELOPMENT

- > Strategic and tactical workforce planning through employee capability assessments, creation of talent matrix and pipelines, career mapping and succession planning.



WORKFORCE ENABLING AND ACTIVATION

- > Scalable and tailored workforce solutions to meet staffing needs whilst maintaining a consideration of ongoing staffing needs, project activation and critical skills identification. Extensive consultation with clients regarding needs of future industry skills attainment, project capability, existing capacity scheduling and workforce planning.



STAKEHOLDER ENGAGEMENT

- > Initiation and continuation of individual and project scale stakeholder engagement, through community engagement, state and federal government consultation, local and national sustainability initiatives, research and surveys, productive workshops and the facilitation of focus group discussions for qualitative consultation and understanding.



WORKFORCE SPECIALIST

- > Tailored and adaptive approaches to achieve the diverse needs of businesses, industries, and individuals to drive sustainable employment pathways and other social outcomes.

55% First Nations Ownership

27% First Nations Team Members

OUR LEAD TEAM >>



DAMIEN CHALK
—
IPS EXECUTIVE
DIRECTOR



BIANCA HOWARD
—
WORKFORCE
SOLUTIONS -
EXECUTIVE LEAD



JULIE HILLIER
—
ALLIANCE
COACH



JACKIE GRAHAM
—
TRAINING &
DEVELOPMENT MANAGER

CASE STUDIES >>

Yaka Dandjoo Program

South West Gateway Alliance (current)

The Yaka Dandjoo Program is a legacy program designed and delivered by IPS, to provide lasting opportunities for the South West region long after the conclusion of the Bunbury Outer Ring Road project. This program provides an opportunity for Unemployed Entry Level Work Ready (UELWR) people to feel proud, confident, and secure in the knowledge that they will have a job to provide for their community and family. The program aims to create a positive impact on the mental health of people through the appropriate support and skills to allow them to be a role model for the wider community.

Local Area Participation Strategy

Transport for New South Wales (current)

IPS was engaged to co-design and deliver a local area participation strategy to drive Aboriginal participation across three key transport projects in the Hunter Region of NSW. TfNSW's brief was to build a network of capable Aboriginal businesses to engage on the three projects - Rankin Park to Jesmond section of the Newcastle Inner City Bypass (RP2J), M1 extension to Raymond Terrace (M12RT), Hexham Straight Widening (HSW). IPS used an authentic co-design approach facilitated by a local Aboriginal facilitator to identify a range of challenges and opportunities to improve engagement with Aboriginal businesses, job-seekers and local support services. The resulting strategy laid the foundations for embedding Aboriginal culture across the projects, and driving results through continued engagement and collaboration with local Aboriginal people. Community feedback in the initial stages has been extremely positive. TfNSW are considering this model as a foundation for other projects across the state.

Grafton Infrastructure Project

Department of Prime Minister and Cabinet, Aboriginal Affairs NSW and Department of Industry NSW

IPS designed and delivered the workshop 'Are you contract ready to win business with Government?' to over 35 Indigenous businesses and community representatives in Grafton. The program and workshop aimed to identify Indigenous businesses ready to tender for the Pacific Highway upgrade from Woolgoolga to Ballina. With a focus on capability development, the workshop was a mix of information sharing and a process to assess the readiness of the local businesses. As part of the program, IPS developed a best-practice checklist to assist businesses in identifying capability gaps and requirements for working on major construction projects in NSW. Each Individual business walked away with a completed checklist and action plan to prepare and become tender ready for Government infrastructure work.

OUR CLIENTS >>



"Through passion, experience, and authentic purpose, IPS co-design and deliver tailored strategies and programs that focus on a 'whole of person approach'. IPS assist business and industry to achieve and exceed workforce diversity, social outcomes, and drive sustainable employment pathways."

—
BIANCA HOWARD
WORKFORCE SOLUTIONS
EXECUTIVE LEAD