

# 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 businesses.



IPS provides consulting services across Australia

## Our Capabilities



### 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.



### Workforce Enabling and Activation

Scalable and tailored workforce solutions to meet new and ongoing staffing needs whilst maintaining a consideration of 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.



### Project Management

Work collaboratively with our clients to provide professional support in project management, procurement management, contract management, superintendence, cost management 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.



### 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 Specialist

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



### Workforce Development

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

**59%** First Nations Ownership

**26%** First Nations Team Members



## 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

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. Transport for New South Wales' (TfNSW) brief was to build a network of capable Aboriginal businesses to engage on the four projects. 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 Lead Team



**Damien Chalk**  
Co-Founder & Executive Director



**Jackie Graham**  
Executive Lead



**Jennette Ward**  
Project Manager



**Kylie Sutherland**  
Project Manager



**Ian McDowell**  
Program Manager



**Kandice Hart**  
Program Coordinator & Mentor



**Jackie Graham**  
Executive Lead

*At IPS, we are dedicated to designing and activating holistic workforce solutions that not only elevate sustainable and diverse workforce outcomes but also foster environments where everyone can thrive.*

## Our Valued Clients

