



Capability Statement

Building a Stronger Workforce together: Cultivating Inclusivity, Collaboration, and Growth for a Brighter Future.



rachel@collarmomentum.com.au

www.collar.group/momentum



Collar Momentum is committed to reconciliation and acknowledges the Traditional Custodians of Country throughout Australia and recognise the continuing connection to lands, waters, and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

About Collar momentum



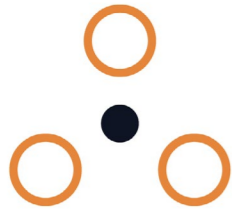
At Collar Momentum, our aim is to provide employment and training recruitment services nationally. Our goal is to bridge the existing employment gap, creating more opportunities for Aboriginal and Torres Strait Islander talent to enter and thrive in the workforce.

Having first planted our roots in Boorloo (Perth), Collar Momentum has orchestrated a remarkable expansion, now counting 13+ offices nationwide. In step with our growth, we have continued to emphasise bespoke apprenticeship, training and employment solutions that marry the needs of our clients with those of Australia's job seekers.

We will help candidates, apprentices and trainees upskill and stay on top of industry trends through our flexible, supportive and industry-leading group training organisation. Working with new starters and following their career journey we'll help them with mentoring, training and recruitment needs; creating a more inclusive future for all.

Core Values

Collaborative



Working together leads to better outcomes. It is essential to our business growth and ensures every employee's voice is heard. At Collar Momentum, we pride ourselves on bringing together the best of the best.

Accountability



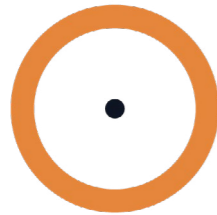
We believe that we're only as good as our last placement, holding ourselves accountable for our actions and taking responsibility for achieving our goals.

Humble



We are humble and will always recognise that there is room for growth and improvement.

Wellbeing



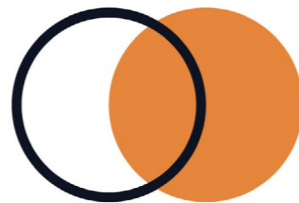
We prioritise the wellbeing of every member of the Collar Momentum family, as a healthy and happy workforce is essential to our success. Be it internal, external or client.

Safety



We are committed to providing a safe and secure environment for our team members, clients and partners.

Respect



We respect one another, valuing diversity and inclusivity. We treat each other with kindness, empathy and understanding.

At Collar momentum, our goal is to create a company people care about. We are a forward thinking recruitment agency that prioritises collaboration, accountability, humility, well-being, safety and respect. We embody these values in our daily choices.

Collar momentum advocates for personal growth by creating an environment where people are happy and can thrive. We are a member of the Recruitment, Consulting & Staffing Association (RCSA) and firmly believe in the organisation's purpose to Lead in the World of Work. The RCSA drives professional practice, promotes, and protects the industry, enables better business for members, and provides networking opportunities.



Training & Apprenticeships

Collar momentum operates under a Group Training model that offers our host employers a flexible, hassle-free approach to employing apprentices and trainees.

Our dedicated apprenticeship team empowers employers to invest in the next generation of skilled workers while adding real value to today's workforce. With an impressive track record of placing over 5,000 apprentices and trainees nationwide in the past decade, we don't just talk the talk; we walk the walk.

Our team handles all the heavy lifting - recruitment, onboarding, payroll, administration, mentoring, support, training plan management, PPE, legal compliance, and more - giving employers more time to focus on what drives their success.

All in all, Collar momentum's Group Training model offers a seamless solution to investing in your workforce - without the stacks of paperwork.

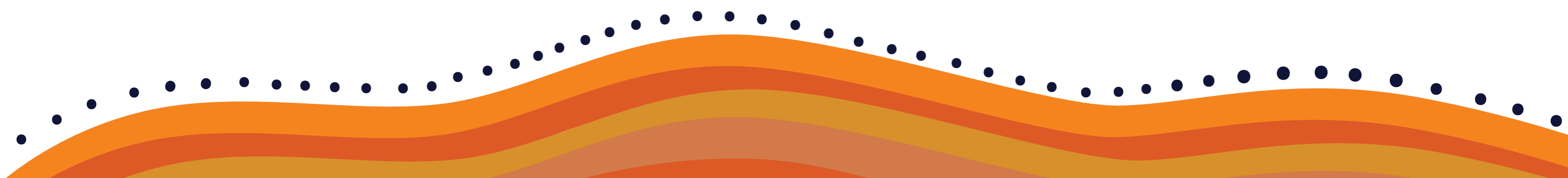
Candidate Care

At Collar momentum, we take a hands-on approach to supporting our apprentices and trainees from day one. Our rock-solid onboarding process ensures we set our candidates up for success. We match each role against their strengths and interests, and gift each candidate a welcome pack stocked with fully funded PPE and other essentials to help them hit the ground running.

Our Field Officers play a critical role in supporting our apprentice cohort. As experts in the industry, they keep candidates on track through regular site visits and assistance with skills development.

Our apprentices also receive round-the-clock access to Collar momentum's Employee Assistance and mentoring programs as further channels for support. Strong mental health is paramount to ensuring candidate well-being, productivity, and successful training completion.

Our approach has proven a resounding success, earning our team higher retention rates, higher referral rates, and most importantly, happier apprentices and clients.



Payroll

Leveraging cloud-based technology, our Managed Payroll team will automate your HR and payroll processes, saving you the headaches (and the overheads) that come with running payroll internally.

Our system allows employees to manage their personal data from any web browser. With just a few clicks, they can manage their tax, banking, super, timesheets, expenses, and leave.

We'll even assign you a dedicated Payroll Manager to ensure that nothing slips through the cracks.

Our system is fully customisable, with the ability to configure rules for EBAs, awards, overtime, meal breaks, allowances, and even public holidays. Payroll Verification Reports (PVR) summarise timesheets for your approval, ensuring wages are paid on time, every time.

But it doesn't stop there. Collar momentum can also lend a hand in the HR department, automating your onboarding process and ensuring compliance.

Stop wasting time and money on an outdated payroll process. Hand over the reins to our Managed Payroll team and take the paperwork out of payroll.

Our Services

Cultural Awareness Training



Enhances understanding and respect for Aboriginal cultures, improving workplace inclusivity.

Cultural Auditing



Assesses organisational cultural sensitivity, guiding improvements in diversity and inclusion.

Cultural Inclusion Workshops



Interactive sessions promoting cultural understanding and inclusion in the workplace.

Noongar Language Classes



Offers language skills, deepening respect and connection with Noongar culture.

Reconciliation Action Plan



Structured frameworks for advancing reconciliation and cultural engagement in organisations.

Build Relationships with Wider Aboriginal Community



Builds meaningful connections with Aboriginal artists, advisory groups, and businesses.

Collaborate to Hold Significant Cultural Events



Enhances cultural awareness and celebration through events like Reconciliation Week/NAIDOC.

Source/ Create Appropriate Resources



Provides tailored resources for better cultural understanding and integration.

Recruitment – Diversity Placements



Working together to help close the gap and create a safe and inclusive workplace

Mentoring Staff



Personalised guidance and support for employees, promoting a safe work place and understanding for professional growth and retention



Our Capabilities

➤ Accounting & Finance

➤ Insurance

➤ Admin & business support

➤ Manufacturing

➤ Engineering

➤ Mining

- Projects
- Shutdowns
- Major Shuts

➤ Executive Search

➤ Nursing

➤ Facilities Management

➤ Production

➤ Government

➤ Professional Services

➤ Healthcare

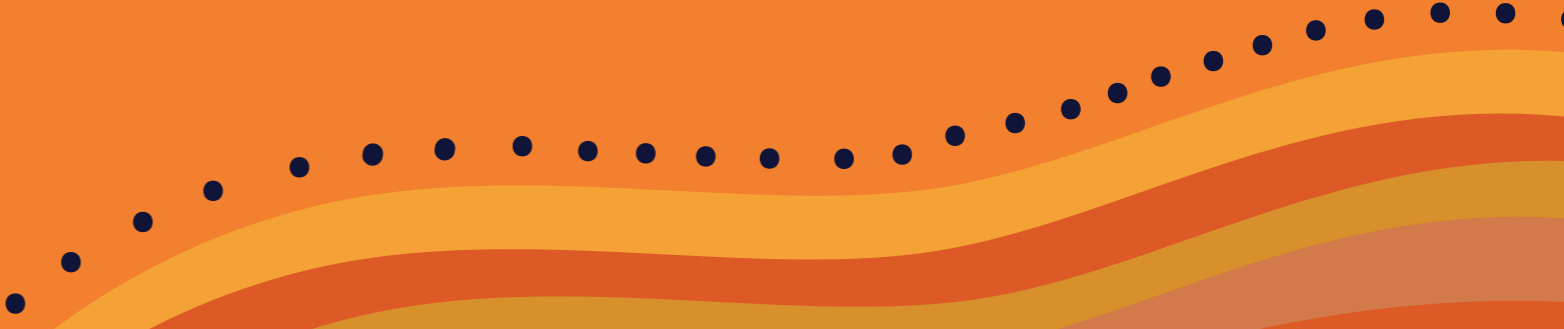
➤ Property & Construction

➤ HR & Recruitment

➤ Trades & Labour

➤ Information & Tech

➤ Transport & Logistics





Six Pillars to Success

The First Nation statistics as of June 30, 2021, highlight the significant presence and contribution of Aboriginal and Torres Strait Islander people in Australia. With 983,700 individuals making up 3.8% of the population, and an employment rate of 56% among those aged 25–64, these statistics underscore the importance in the workforce.

By enacting these pillars, we will equip our workers to navigate culturally sensitive situations with awareness, understanding, humility, and appreciation of cultural differences. From the top down, we will work to identify key strengths and opportunities to further enhance Collar Momentum's journey of creating an inclusive and welcoming environment for Aboriginal and Torres Strait Islander employees, so we can close the workforce gap.

01 | Commitment, Governance & Accountability

02 | Workplace Culture, Inclusion & Belonging

03 | Inclusive Communication & Engagement

04 | Attraction & Recruitment

05 | Development & Retention

06 | Partnerships With Community

Our ESG Commitment

At Collar Momentum, our choices make an impact. We contribute to creating long-term economic benefits for Australia by addressing critical environmental, social and governance challenges.

Environment

We are committed to mitigating environmental risks. Our key focus areas are climate change, energy efficiency, water conservation, waste reduction and pollution prevention.

Social

Collar Momentum understands the importance of creating a diverse and inclusive workplace. Our commitment focuses on how we treat our people and the wider community, prioritising safe labour practices and diversity and inclusion. Our established diversity division specialises in recruitment for First Nations, Gender Diversity, Disability, Youth and CALD (culturally and linguistically diverse), and Collar Momentum Employment and Training is our employment and training organisation designed to create jobs for indigenous talent and apprentices throughout Australia.

Good Governance

Good governance practices promote transparency and accountability. Our established policies and procedures, such as the Code of Business Conduct and Ethics, Modern Slavery policy and ethical Procurement and Contract Management frameworks, to name a few, ensures responsible business operations at all levels.



Our Tech Stack

Our investment in the latest technologies and services allows us to provide more efficient and effective recruitment solutions to our clients.

➤ JobAdder

➤ Onboarded

➤ 3CX

➤ Allsorter

➤ Astute

➤ Seek

➤ LinkedIn Recruiter

➤ Solv Injury

➤ Employment hero

➤ Smart AI



Thank you

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