

# Case Study

International project RPO,  
sourcing & training of technical  
roles from the Philippines



### BACKGROUND

The organisation is a leading ASX-listed construction and contract mining company, which delivers underground and surface mining services as well as comprehensive construction capabilities across transport, marine, water and resource infrastructure services.

With a mining and construction workforce of around 4300 people and ambitious growth plans, cost effective and reliable recruitment solutions had become increasingly business critical.

### THE CLIENT CHALLENGE

The client's mining division was growing rapidly, and with a local skills shortage of experienced tradespeople, they wanted to explore the international hiring, training and induction of key personnel to complement their Australian recruitment efforts.

The solution had to deliver candidates who were proficient in English and had Australian-recognised trade qualifications to meet immigration and work requirements. It was essential that when candidates arrived in Australia they were work ready and could be quickly deployed to metro and site-based workshops.

The client was also seeking a solution that could be effectively executed and repeated on a regular basis. The broader plan was to replicate this for other trades and disciplines in the client's business.

### HARRIER'S SOLUTION

Harrier defined, developed and project managed a pilot project to source, train and appoint diesel fitters from the Philippines.

Harrier partnered with an Australian Registered Training Organisation (RTO) in the Philippines to source and then train the candidates to the prescribed standard.

### OUTCOMES DELIVERED

Harrier delivered:

- A successful pilot program that achieved all recruitment targets
- A recruitment process that delivered international candidates trained to Australian trades and language standards, and aligned with the client's culture
- A robust recruitment model that has enabled the client to manage key international recruitment risks around cultural integration and workforce readiness
- A scalable and repeatable international sourcing solution that can be applied to different locations and trades skills sets using various training partners
- The client is currently planning to extend the program on the strength of the pilot project's initial success.

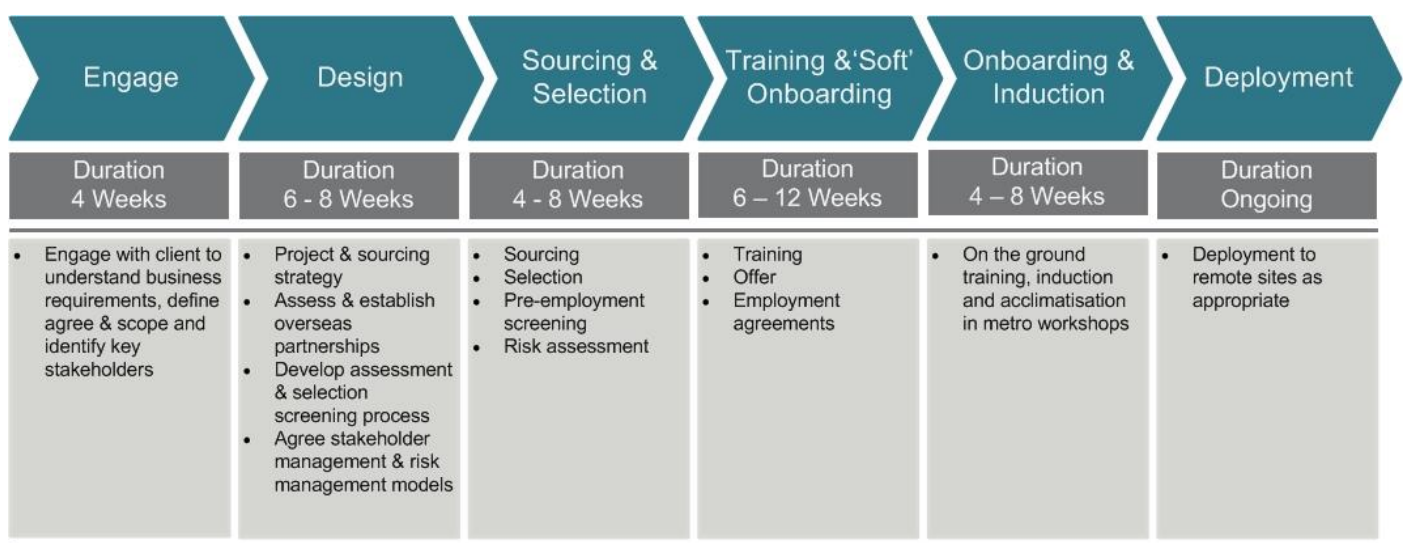


Figure 1: Harrier's Solution

