

since 1979



- Engineering
- Trades
- Labour Hire
- Office Staffing
- Outplacement

ABOUT US



100% Australian owned, the Australia Wide Personnel Group has been delivering outstanding recruitment outcomes since 1979. We recruit across Australia and are highly skilled in delivering permanent & on-hired recruitment solutions. Each week, we have between 400 to 500 on-hired employees working at our clients' premises. Highly respected, we are founding corporate members of our industry peak body, The Recruitment, Consulting & Staffing Association (RCSA)

Our value proposition

Consultants with extensive industry expertise and connections, delivering high quality recruitment outcomes at a reasonable price.

Consultants with extensive industry experience

Just about all of our consulting team have previously worked in the industries they recruit for - they understand the industries and roles they are recruiting. We believe this leads to better quality outcomes for clients and candidates. Our recruiting team includes engineers, tradespeople, HR professionals, operations managers and administrative staff.

We build long term partnerships

We're very successful at developing and maintaining long term client and candidate relationships. Key to this is retention of our own staff. Remarkably for our industry the average length of service of our consultants is 11 years. Our clients and candidates know that the consultant they deal with today is likely to be the same one they're dealing with year after year.



Permanent recruitment

Our selection criteria may seem tough. But we believe it enables us to find the most capable candidates.

Our rigorous process involves the following:

- ❑ An initial kick-off meeting to get a feel for your business and your recruitment needs.
- ❑ Identifying a list of suitable candidates, with the required skill set for the role, through our comprehensive candidate network, social media, candidate databases and targeted advertising channels.
- ❑ Inviting candidates to attend an interview, which normally incorporates behavioural based interviewing techniques, designed to give an accurate indication of future performance.
- ❑ Recommending a shortlist, forwarding resumes and arranging interviews that suit your schedule.
- ❑ Thorough reference checks designed to give clarity on an employee's work performance, competencies, achievements and character.
- ❑ Offering salary advice, mediating offers, informing all candidates of the outcome and providing a follow up service. Skills assessment and psychological testing can be arranged as required.



On-hired recruitment

Ideal for meeting short-term needs during peak loads, special projects and staff shortages. The staff are employed by our company and we take care of all the administrative burden of the employment relationship such as payroll, WorkCover and superannuation. We simply send you an invoice weekly for the hours which the on-hired staff member worked. Before placement, all candidates undergo a thorough interview process, OH&S induction, customised skills testing and are comprehensively reference checked.

Our group operates 5 specialist recruitment businesses

australia wide
engineering recruitment

australia wide
trades recruitment

australia wide
labour hire

australia wide
office staffing

australia wide
outplacement services

For all your recruitment needs, contact us today.

1300 117 297

Since 1979, we have built a reputation as one of Australia's leading recruiters of professional engineering, technical and technology staff. The business handles permanent and contract assignments across Australia. We have an impressive track record in recruiting from technician level through to operations, engineering and senior management. We are one of the major recruiters of professional engineering staff in Australia.

We've got the experience

To provide value to our clients and candidates in the recruitment process, we believe our consulting staff need extensive experience to draw upon. The vast majority of our consulting team have deep experience & qualifications in the industry sector which they specialise in prior to working in recruitment. We find that this gives them a strong understanding of the needs of our clients & candidates.

Our industry sectors

- ☐ Engineering
- ☐ Software & Hardware Engineering
- ☐ Manufacturing, Processing & Operations
- ☐ Construction
- ☐ Drafting
- ☐ Food, Beverages & Pharmaceuticals
- ☐ Building & Mechanical Services
- ☐ Automotive
- ☐ Mining
- ☐ Oil & Gas
- ☐ Energy & Energy Management
- ☐ Water, Environmental & Climate Change
- ☐ Defence & Aerospace
- ☐ Rail



Australia Wide Trades Recruitment has extensive experience in supplying skilled tradespeople to the manufacturing, process, engineering, machining and maintenance sectors. We have very well developed networks of talent to provide to our clients on either a permanent or labour hire basis.

Our specialties

- ☐ Mechanical Fitters – Maintenance & Machining
- ☐ Technicians – Mechanical, Instrumentation, Test & Electronics
- ☐ Boilermakers/Welders/Pipefitters
- ☐ Electricians
- ☐ CNC Programmers/Operators
- ☐ Diesel Mechanics
- ☐ Sheetmetal Workers

Unique industry experience

Our recruitment consultants all gained highly relevant industry experience prior to joining Australia Wide Trades Recruitment. The backgrounds of our team include a range of industrial trades and manufacturing operations management. This experience gives us a strong understanding of our clients' requirements and leads to higher quality recruitment outcomes.



Australia Wide Labour Hire provides on-hired casual and permanent employees to a wide range of industrial clients.

Our specialties

Industrial

- ☐ Machine Operators
- ☐ Process Workers
- ☐ Mechanical Assemblers
- ☐ Electronics and Electrical Assemblers
- ☐ Labourers

Warehouse

- ☐ Stores people
- ☐ Forklift Drivers
- ☐ Pickers & Packers



Safety

Workplace safety is our first consideration when placing on-hired employees with clients. Central to our workplace safety systems are our inductions for on-hired employees, site inspections carried out by our risk management consultants and procedures for on-hired employees to raise any workplace safety concerns.

Unique industry experience

Our recruitment consultants all gained highly relevant industry experience prior to joining Australia Wide Labour Hire. The backgrounds of our team include manufacturing operations management, human resources and qualified tradespeople. This experience gives us a strong understanding of our clients' requirements and leads to higher quality recruitment outcomes.

Australia Wide Office Staffing provides high quality temporary and permanent office staff across the Melbourne and Sydney metro areas.

Our specialties

- | | |
|---|---|
| <input type="checkbox"/> Office Administration | <input type="checkbox"/> Customer Service |
| <input type="checkbox"/> Reception | <input type="checkbox"/> Accounting Support |
| <input type="checkbox"/> Call Centre – Outbound and Inbound | <input type="checkbox"/> Medical Administration |
| <input type="checkbox"/> Payroll | <input type="checkbox"/> Data Entry |



Consultants with relevant experience

We only employ office staffing recruiters who have previously worked in office administration roles. They are able to leverage this experience to recruit high quality staff for our clients.

Testing

We utilise an online skills testing package which assesses candidate skills in:

- ☐ OfficeSuite covering Word, Excel, PowerPoint
- ☐ Data entry: numerical & alphanumeric speed/accuracy
- ☐ Accounting skills
- ☐ Customer service/call centre operations

The retrenchment process is tough for all concerned and needs to be handled in a very sensitive manner. This is where a professionally managed outplacement program can be of great assistance to both the employee and the employer. Australia Wide Outplacement Services deliver outplacement programs which are both effective and future-focused. They can be conducted as either individual or group programs.

Our outplacement programs

Our outplacement programs include:

- ❑ Helping the retrenched individual come to terms with all aspects of being retrenched including anger, hurt and confidence.
- ❑ Conducting an analysis of the individual's skills, competencies and abilities.
- ❑ Providing advice regarding where to find jobs.
- ❑ In-depth review of employment history.
- ❑ Reviewing the employee's resume, recommending improvements and in some cases, constructing a new resume.
- ❑ Assisting with letters of introduction and cover letters to support applications.
- ❑ Reviewing the individual's LinkedIn profile and providing advice on the best way to use LinkedIn in their job search and career development.
- ❑ Training in interview techniques including role playing.
- ❑ Negotiating offers of employment.
- ❑ We offer ongoing telephone support when the program is complete.

