



IRONSIDE
RESOURCES

CAPABILITY STATEMENT

**CONNECTING
VETERANS AND
THEIR FAMILIES
TO NEW CAREER
OPPORTUNITIES**



MEET OUR TEAM



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Ironside Resources is a certified social enterprise and Australia's leading employment provider for the Defence Veteran Community.

Established in 2012 by Army veteran Glen Ferrarotto, we are still to this day owned and staffed by veterans and veteran family members.

Each year over 6,500 members transition from the ADF. The forecast indicates a further increase for 2023 as the employment environment and a range of operational and workforce factors continue to place pressure on the transition ecosystem.

We work alongside our partners and clients, based on shared value, to create more accessible futures for transitioning veterans, veterans post-service, and their families.

We've been doing what we do for over 10 years, and we're very proud of everything we've achieved in connecting employers to the veteran community.

ABOUT US



Social Trader Certified

Ironside Resources is recognised as a certified Social Enterprise. Social Enterprises are an innovative breed of businesses that exist to create a fairer and more sustainable Australia.

As a recognised social enterprise that provides a service, we've been verified as a business that exists specifically to make the world a better place.

That is; To provide employment opportunities for ADF veterans and their families upon transition from the Defence Force.

At least 50% of Ironside's profits are reinvested into the business to help us to achieve more employment for veterans.

Find out more at:
www.socialtraders.com.au



Prime Ministers Veteran Employment Awards

2021 Finalist Excellence in Supporting Veterans Employment
2020 Finalist Excellence in Supporting Veterans Employment
2019 **Winner** Excellence in Supporting Veterans Employment
2018 **Winner** Most Outstanding Contribution by an Individual to Veteran Employment
2018 Finalist Leadership in the Recruitment of Veterans



OUR CAPABILITY

Ironside Resources has developed strong partnerships across a variety of Industry sectors, nationwide, with the aim of securing new careers for veterans looking to transition their skills into the civilian workplace.

We are built on solid foundations of the traditional recruitment placement services.

DID YOU KNOW?

- 95% of the candidates we've worked with would recommend Ironside to a mate
- 90% of our candidates are still with the company 12 months after placement
- 11 years of supporting veterans into employment

Ironside has the capacity to consult with you on the strategy and framework of a veteran employment initiative, including deployment and on-boarding of large volumes of veteran workforces - providing you with a holistic partner.

Our services:

- **Permanent Placement**
- **Executive/Operational Leadership**
- **Veteran Employment Programs**
- **Labour Hire - as determined for program work**

1

STRATEGY &
FRAMEWORK

2

SOURCING AND
FULFILLMENT

3

DELIVERY AND
MONITORING



OUR CLIENTS

Ironside has demonstrated through past and current performance the capability and capacity to deliver these skill sets in partnership with our clients.

Some of these include:



OUR CANDIDATES

Ironside Resources has a strength in brand, quite unlike any other. Through delivering successful outcomes for thousands of veterans for over 10 years, we nearly solely rely on trusted word of mouth for sourcing our talent.

We have excelled in the placement of blue and white collar employees into areas of skilled trades, specialists, logistics, procurement, IT/Cyber/Tech, engineering, executive level operational management and project professionals.

How we attract our candidates

The majority of our candidates are either generated through referral, our strong social media presence, or through the networks inside Defence and Defence Industry.

We manage our candidates profiles via a online and secure database of veterans and their family members, being transitioning veterans, or post-service.

We advertise our jobs through our job board on our website, and through Social Media advertising. We do not use external job boards such as Seek.

We also have the ability to source candidates using using a powerful AI tool through our partnership with another agency, and this can be utilised as an option for talent sourcing for your business, if required.





ONE CASE STUDY

"WE HAVE SEEN A 30% INCREASE IN PRODUCTIVITY SINCE EMPLOYING 30+ PERSONNEL FROM IRONSIDE IN THE WORKSHOP"

BACKGROUND

One of the world's largest producers of Iron Ore wanted to develop an in-house Veteran Employment Program that complimented and aligned with their existing workforce strategy.

HOW IRONSIDE HELPED

Ironside Resources met with the Senior Leadership team in Perth to understand their needs, challenges and importantly objectives for developing a veteran employment initiative.

Ironside then developed in consultation with our client, a comprehensive strategy and framework for veteran entry points, skills alignment and any accelerated training requirements. A pilot was created for 10-20 personnel focused on qualified Heavy Road Transport Mechanics and Trade Trainers.

Ironside then developed and launched an immediate resourcing plan ensuring the best veteran candidates in the marketplace were screened, presented for interview with all due diligence completed, ready for on-boarding. This program delivered larger intakes of veteran talent on a cyclical basis.

OUTCOMES

- 100+ Veterans employed within 12 months
- Australia's largest and most successful intake of veterans into the Resources Sector
- 98% success rate on presented candidates
- 96% retention rate

ANOTHER CASE STUDY

“WE’RE PROVIDING TRANSITIONING ADF PERSONNEL, VETERANS, WITH NEW CAREER OPPORTUNITIES INSIDE VICTORIA’S BOOMING CIVIL CONSTRUCTION INDUSTRY.”

“THE VALUES AND TRANSFERABLE SKILLS OF EX-MILITARY PEOPLE WILL ENHANCE THE WORKFORCE CAPABILITY IN THE DELIVERY OF THE NORTH-EAST LINK PROJECT.”

PROGRAM INFO

We’re supporting veterans with employment opportunities on Victoria’s biggest road project – the North East Link tunnels, to create more accessible futures for Australian Defence Force (ADF) veterans and their families.

The North East Link Program will employ more than 40 veterans over the next two years, with five veterans already on the program.

The partnership will provide transitioning and former ADF members and ADF reservists access to new career opportunities inside Victoria’s booming civil construction industry.

A variety of positions are available for veterans on this project ranging from Laborers, HC drivers, Engineers, Administrators, Planners and Safety Advisors, and more! The opportunities for veterans to apply their transferable skill set to this organisation are endless.

Ironside are providing wrap around support services on their way through the recruitment process, the early days of their new job, and beyond, as part of our Ironside veteran team strategy.





**For more info on how we can work together,
please contact us.**



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WWW.IRONSIDERESOURCES.COM.AU

Our staff work remotely

