



# Harvest

TALENT RECRUITMENT & PEOPLE SOLUTIONS

## Quarterly Review

April to June 2019

Talent Unearthed —



Message from  
Director

As business and industry moved into their busy time Harvest lifted this quarter in workload and delivery.

Corporately we are excited to be adding to our Talent Recruitment division, a diversified consultant, Chantale White, who will take on Harvest's office support, HR and executive contracting desk as well as provide HR consulting support and assistance to Harvest's clients.

In May, Harvest became a partner to NPA Worldwide a global recruitment partner network, represented by over 70 members in Australia and over 500 member firms worldwide. This allows us to continue our regional focus but personally tap into the member network, nationally or globally to attract talent. Where subsidiaries of global companies exist in the Greater Geelong region, in addition to working with you locally, we can connect you globally with our partners.

The exciting opportunity for Harvest is we can access national supply agreements and panels through the NPA Worldwide partner network.

To our business divisions...

Our Talent Recruitment (specialist and executive recruitment) grew in both permanent placement and contract hire of white-collar professionals. We now have over 30 administrative, specialist or executive contractors providing support and assistance to diverse organisations in the Geelong region.

In our industrial division we changed tack finding high volume low margin does not necessarily serve our "high service model". We have moved our Industrial offering to include permanent placement of trades, supervisors, leading hands and specialist process operators and low volumes of labour (both in permanent placement or labour-hire) with clients across general manufacturing, major hazard facilities, warehousing and distribution. We gained some great feedback from this candidate grouping which can be found on our Customer Review platform, Trustpilot.

The June HR Roundtable, held at WorkSafe, on Mental Health in the Workplace, was our biggest yet and we are thrilled to continue to bring topics to the region that resonate with HR Practitioners and Company Executives alike.

Our Careers Specialist, Tanya Derrett was taken away on projects for the latter part of the quarter. Still, we continued to provide careers assistance to individual job-seekers on resume writing, LinkedIn profiles, responding to selection criteria and interview skills, and helped the Smith Family with a work inspiration workshop.

Maree Herath  
Director  
Harvest Talent Recruitment and People Solutions

## Talent Recruitment

In Talent Recruitment we continued to work with our Professional Services clients across Legal, Finance and Accounting and IT, working on some challenging to fill roles in the Public Sector and manufacturing and print industry. A rebirth of permanent full time work has surfaced this quarter changing from the typical short contracts or temporary assignments completed in the March Quarter. Quarter 2 remained consistently steady with a more than reasonable amount of newly created roles being assigned and subsequently filled. We continued to assist our key accounts with short-term and stop gap contractors. We saw some of our key contractors extend into the new financial year while others moved to permanent positions – a testament to the quality and impact they are having at our clients' organisations.



# Industrial

The April - June quarter has been tremendously busy for the Industrial team with a number of jobs being recruited across various sectors and disciplines including, petrochemical, manufacturing, public sector, engineering and trades and agribusiness & FMCG. The team was heavily committed to a major hazard facility with volume applications & seven permanent placements of Process Operators made!

We said farewell to a contract that concluded and celebrated with our contractors to say a massive thank you for their hard work and dedication.



## Trustpilot reviews from candidates and clients

*“The Harvest team were fantastic from day one. From the first minute you meet them you feel like you’re in amazing hands and work is coming your way. The team works all hours of the day making sure your next shift is on the way asap. I will continue to use Harvest as they make life so easy and are just a fantastic bunch of women. Thanks for everything you do and keep up the excellent service.”*

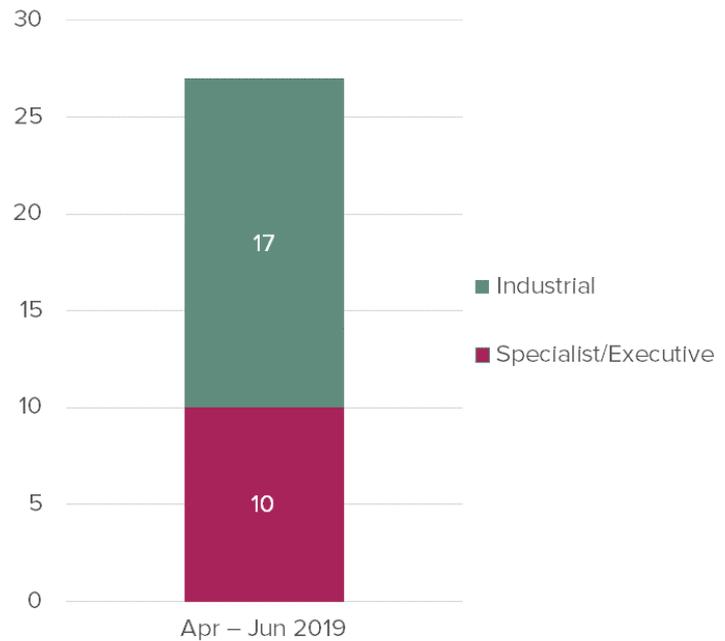
*“From first engagement, through to the end process, the team at Harvest Talent Recruitment and People exceeded my expectations. Their personal yet professional approach was outstanding and second to none. I certainly highly recommend the team.”*

*“Excellent people, very encouraging and open and honest. If I were running a business Harvest would be doing all my recruiting. They are best in the business and a pleasure to deal with.”*

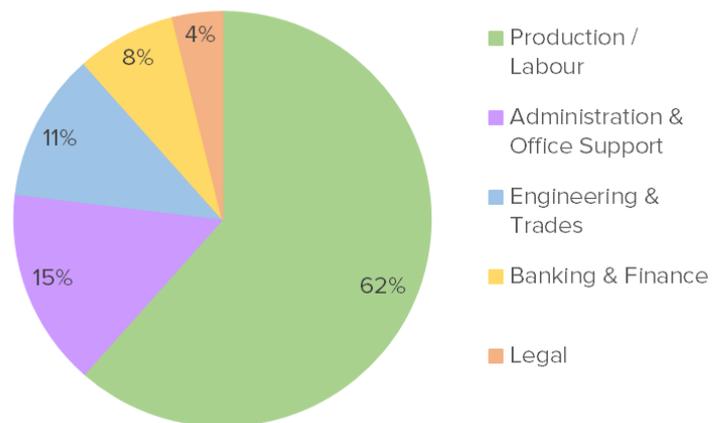
# Placements for April - June 2019

Harvest Talent Recruitment and People Solutions provides professional and industrial recruitment services. Graphs represent job placements for April - June 2019.

Statistics show the split between specialist/executive professional and Industrial placements.

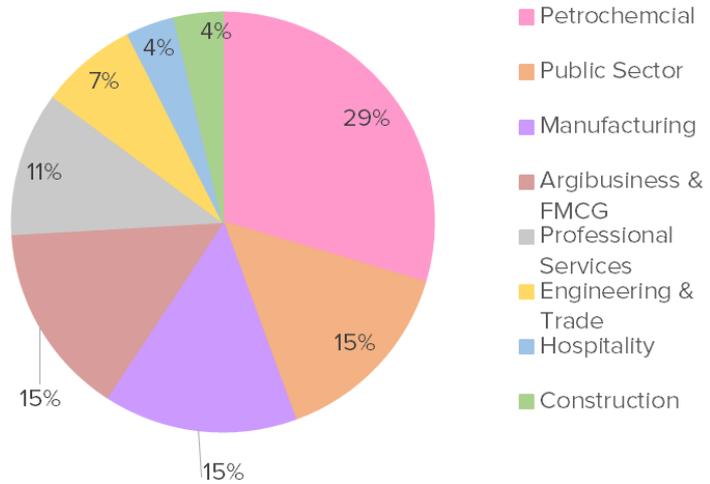


**Discipline**  
62% of placements were in Production/Labour disciplines



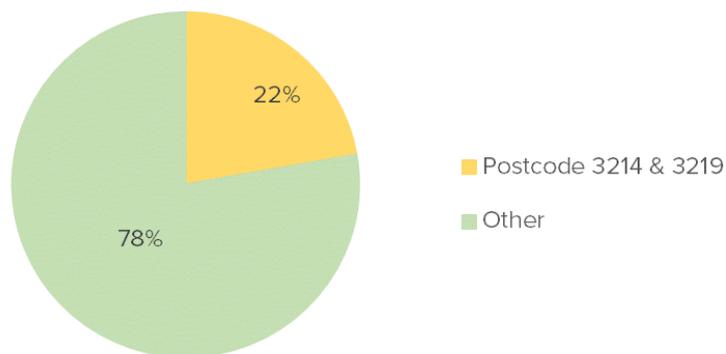
### Industry Sector

The majority of placements were in the Petrochemical



### Placement from areas of disadvantage

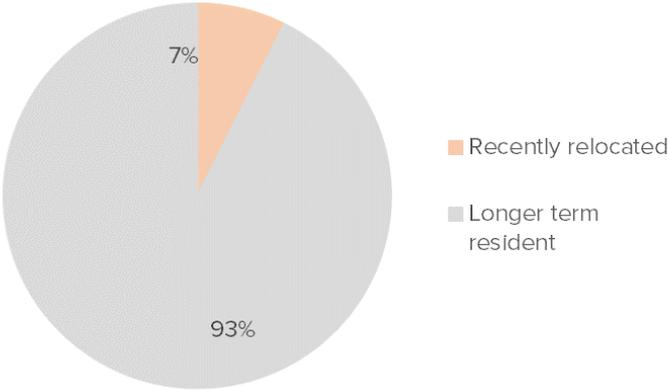
22% of candidates placed during the quarter reside in areas of disadvantage up by 5% on the January to March 2019 quarter. Corio, Norlane and Northshore (3214) and Breakwater, East Geelong, Newcomb, St Albans Park, Thomson and Whittington (3219).



The recently relocated audience is down 16% from Q1 2019 and 38% from Q4 2018.

In Q4 2018, 45% of our placements had recently relocated to Geelong for either a lifestyle change or for visa requirements. In Q1 2019 all recently relocated individuals did this for lifestyle change.

**Residency**  
7% of candidates placed during the quarter have recently relocated to the Geelong Region



## HR & People Solutions

In our HR & People Solutions business we helped a wholesale and distribution client with the development of policies and procedures for their workforce and gained interest for our Bullying and Harassment Workshops in addition to our Leadership Programs.

The key event for our HR and People Solutions business was the Geelong HR Roundtable, at the end of May, which addressed Mental Health in the workplace. This was co facilitated by Martin Reid – Managing Partner of Coulter Roache Lawyers and Claire Nivarovich – Director of Mental Health Programs at WorkSafe. Held at WorkSafe the event proved invaluable for employers currently experiencing the challenges when posed with mental injuries in the work place while Claire provided more information on WorkSafe’s Mental Health Toolkit to reduce the risk of mental health injury at work.

The topic was well-received and participants were afforded the privilege of seeing WorkSafe’s A-Grade WELL Certified prestigious office building at 1 Malop Street, Geelong.



*“Harvest are very generous with their contribution to the local HR community providing regular opportunities for learning, networking and sharing. The topics are always relevant and the speakers are of good quality and experience.”*

*“Both speakers were fantastic- informative, interesting and great presenters. Well worth coming to, I would like to come again and would highly recommend the HR Round table to others.”*

# Careers

All one on one appointments this quarter were retail appointments. These were a combination of our return clients, recruiter and existing client referrals. Our newly developed website by local Geelong firm, Pixeld, plus changing our careers pages has significantly increased our number of enquiries. Many careers clients take advantage of multi-appointment packages. We were privileged to facilitate a pro bono workshop for the Smith Family with year 10 students from Northern Bay College.

Customers have been a diverse mix of age, gender and varying career stages from recent graduate through to semi-retired professionals. The mix of services has included, career change, return to work, graduate program applications, interview coaching, resumes and assessment centre advice.



# Blog

The website is a wealth of knowledge for both employers and job seekers. The blog section on our website is one of our most frequently visited pages

Harvest diligently blog on a weekly basis with expert content from the team and Guest Bloggers, often HR Roundtable presenters. With a captive audience of jobseekers & employers, we divided our blog page so our individual audiences can navigate appropriate content, be it for job-seeking & individual support or HR trends & insights.



## Do your employees take sickies on a Monday?

Employee Engagement June 27, 2019

Short term absenteeism from work is often the result of 'chucking a sickie'. Is this because your employees are not engaged? Here's some handy...



## Mental Health & Injury in the Workplace

Culture May 30, 2019

Creating a positive, healthy workplace, can increase employee motivation,...



## WorkSafe Work Well Toolkit. A must for all employers.

Employers May 26, 2019

Did you know 1 in 5 working age Australians...



## Understanding Mental Health in the Workplace

Culture May 16, 2019

Understanding and addressing mental health in the workplace is a must for all employers. These tips by WorkSafe Vic will help you understand what...



## Harvest Quarterly Review – Jan to Mar 2019

Employers May 7, 2019

Harvest Recruitment & HR – Geelong Contribution  
This quarter we were pleased to launch our new branding. From humble beginnings, Harvest has grown into...



## Flexibility's key to getting & keeping staff

Employers April 1, 2019

Providing flexible working arrangements is becoming more significant to Geelong organisations aiming to recruit talent in specialist disciplines.

“Our ambition is to be the region’s most trusted end to end HR services firm.”

For more information, please contact Harvest Talent Recruitment & People Solutions

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