



2026 SEED PROGRAM

Strategic Diversity & Direct Hire





is a proudly Aboriginal-owned business delivering high-impact recruitment solutions that align with your Social Procurement and Diversity & Inclusion goals.

The SEED (Skills, Employment, Empowerment, Development) Program is a community-driven initiative designed to supply your business with vetted, work ready Indigenous Australians for direct employment.

This program focusses on generating employment opportunities for those who may face disadvantage or difficulty accessing opportunity through traditional HR and recruitment processes. SEED strategically targets new to industry and entry level roles that have progression and career advancement opportunities.

We source based on attitude and potential over experience and qualifications, through targeting this workforce we aim to create real change and close the gap for Indigenous Australians to access career opportunities.

SEED: A Different Recruitment Product



The SEED initiative is customised to identify, prepare, and introduce Indigenous talent directly into your workforce. Unlike traditional recruitment, SEED is a deeply rooted community program focused on retention and stability, not just placement volume.

- **Direct-Hire Model:** SEED candidates are selected, trained, and presented for direct employment by your company. This gives you full control over the employee relationship and payroll from day one, minimising the administrative burdens and co-employment costs of long-term labour hire.
- **Proven Impact:** In the last year, SEED successfully integrated over 100 Indigenous Australians into sustainable employment outcomes.
- **Community Sourcing:** We leverage deep community networks and word-of-mouth to find engaged job seekers with the right attitude and potential, connecting them to businesses committed to increasing Indigenous participation rates.

“I’ve really enjoyed my experience working and learning the industry through the seed program. The program has given me the chance to challenge myself, learn new skills, and adapt to the unique FIFO lifestyle while also giving me the flexibility to choose what department I feel that I would excel in. I’ve made some amazing friends and built valuable connections that have made the experience even more rewarding. Overall, it’s been a great opportunity for both personal and professional growth. I’ve chosen to continue my journey in minesite cleaning, and I’m truly grateful to the SEED program for helping me discover and learn about the mining industry.” – **Tahlia - SEED participant.**





The SEED methodology: De-risking your investment

Our structured, consultative process is designed to maximise the likelihood of long-term retention and ensures the candidate is perfectly matched to the role and workplace culture.

Step	Description	Business Benefit
Job-Fit Customisation	We partner with your team to systematically identify and map the specific role requirements, necessary training, and site compliance standards.	Ensures the candidate is a long-term fit and reduces your internal onboarding effort.
Zero-Risk Vetting	Candidates undergo full pre-employment medicals and mandatory drug & alcohol screening. We present the finalised results for your review prior to employment.	Guaranteed Compliance before the candidate steps on site, managing your risk.
Retention-Focused Training	Candidates participate in essential pre-employment training focused on cultural awareness, financial literacy, and the realities of the workplace. This holistic support directly addresses barriers. Additional accredited training is customised as per client and role.	Delivers a more stable, engaged, and reliable employee with high retention potential.
Post-Placement Mentoring	Our programs include barrier reduction measures, orientation, and post-placement mentoring to ensure candidates are well-prepared. Mentoring is available for staff and SEED participants to assist with integration.	Supports the employee during the critical early employment phase, further boosting retention.



Managed deployment: Phased integration for quality

We manage the deployment flow to protect your operational efficiency and guarantee candidate quality.

- **Phased Intake:** We recommend integrating candidates in smaller cohorts of 6 per month or per quarter. This ensures your team is not overwhelmed with inexperienced or new employees at any given time.
- **Quality Control:** Smaller groups allow your supervisors to focus on successful integration, supporting the quality of the SEED participant experience and maximising their retention.
- **Contingency Pool:** We typically have extra candidates in training at any given time to serve as immediate replacements, ensuring program continuity and minimising disruption to your hiring schedule.

Investment and cost mitigation

The SEED program is structured to be the most cost effective way to achieve your social and operational goals.

Service Stream	Investment	Purpose & Value
SEED Integrated Services	Zero Cost to Client	Offered as a complimentary diversity service when you have an active labour hire workforce supplied by IronMerge.
SEED Standalone Placement	Once-off fee of \$2,000 per participant.	This minimal, one-time fee helps IronMerge recoup its investment in the candidate's medical screening, vetting, and specialised pre-employment training package.



Maximising funding opportunities

We actively support your business to secure available funding, substantially offsetting your investment:

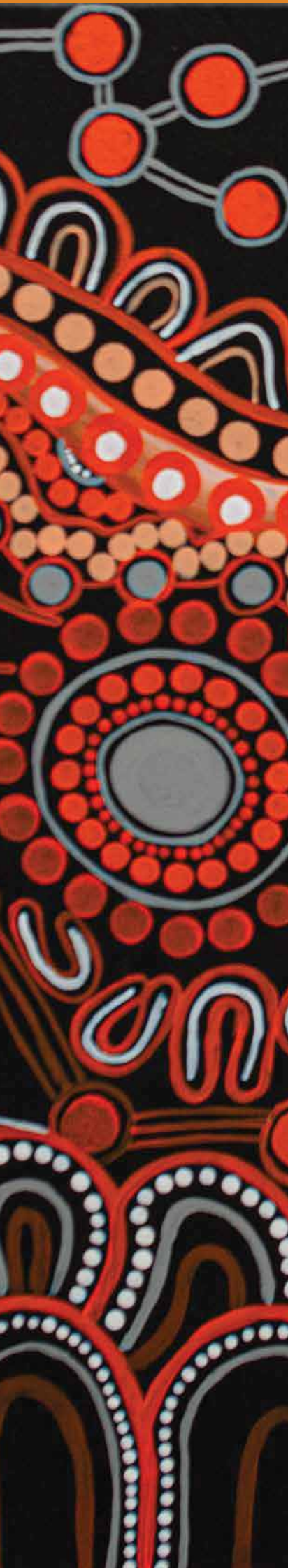
- **Wage Subsidies & Traineeships:** We guide you through the process of accessing significant State and Federal wage subsidies and Traineeship funding, which can heavily offset any onboarding costs your business may encounter.
- **Zero Employee Cost:** IronMerge leverages external funding (State, Federal, CTF) and support programs (Housing, Transport) to provide all training and support to the employee at no cost to them, ensuring they are focused solely on success.



Community impact and partnership model social return on investment

Your commitment through the SEED program delivers a profound and measurable social impact:

- **Sustainable Change:** You are creating employment opportunities for vulnerable and underrepresented members of the community for example, those escaping domestic violence, experiencing homelessness, or young parents seeking stability.
- **Strategic Impact:** By choosing to actively employ candidates based on their attitude and potential rather than existing experience, your business makes a sustainable, impactful difference that directly contributes to your Reconciliation and Social Procurement objectives.



Conclusion and next steps

Partner with **IronMerge** SEED: Strategic Impact
The **IronMerge** SEED Program is not just recruitment, it is an investment in stability, compliance, and social change. Our unique model delivers vetted, work-ready Indigenous talent for direct hire, ensuring you meet your social procurement targets while maintaining control over your workforce and minimising integration risk.

By choosing the SEED program, you demonstrate a powerful commitment that goes beyond compliance, building a diverse, resilient, and engaged team. Invest in people; strengthen your enterprise.

Contact



today

Ready to deploy a high-quality, pre-vetted workforce and meet your social impact goals?

Request a Proposal: Contact us to schedule a Job-Fit Analysis and receive a custom proposal detailing your SEED candidate pipeline.

Phone: 1300 58 51 51

Email: info@ironmerge.com.au

Website: www.ironmerge.com.au

Join us in making a meaningful impact today