



Programmed and PERSOL

A leading provider of
Staffing, Maintenance and
Training services across
Australia and New Zealand



PERSOL



PROGRAMMED

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We acknowledge the Traditional Custodians of the land on which we work and live across this nation. We respectfully recognise the unique cultural and spiritual relationship to the land, waters and seas by Aboriginal People and Torres Strait Islanders and their rich contribution to our society. We pay our respects to ancestors and Elders, past, present and emerging.

As a bi-national organisation, we also acknowledge and respect ngā iwi Māori as the Tangata Whenua of Aotearoa and are committed to upholding the principles of the Treaty of Waitangi, fostering the organisation's relationship with Māori, supporting Māori colleagues and trainees, and striving to improve the opportunities in employment of Māori.

This artwork, created by Nyoongar artist Rohin Kickett, showcases the extensive reach and relationships that have been formed between Programmed and First Nations communities around Australia.



Our Innovate
Reconciliation Action Plan
READ NOW

Programmed About Us

At Programmed we're more than a 'people' business

We're partners in building futures, day by day and project by project.

Our mission is to ensure that when businesses succeed, communities grow, and everyone benefits.

But success at Programmed doesn't come by chance.

It's the result of relentless hard work, a can-do attitude and an unwavering trust in our team.

We also know the value of having the right skills for the job.

It underpins our promise to equip our employees, customers and communities with the skills they need to excel.

Whether it's mastering a trade, keeping a project on course, or building a stronger connected community — we're here to ensure that every project flourishes — and every individual thrives.

It's what's driven us for over seventy years. And it's what drives our Work and Smile vision.

For me. For we. For us. For all of us... for all the reasons we work.

Programmed. Skilled for Success.



Skilled for success
WATCH NOW

Skilled for success

Global reach

We are one of the leading staffing, recruitment and HR solutions providers in the Asia Pacific region. Built on a legacy of innovation that dates back to the start of the modern staffing industry, Programmed has a depth and breadth of expertise across diverse industries.

Our team of specialists take a collaborative approach to understand your unique challenges, leading to better relationships and results.

And our dynamic, fresh thinking is paired with a focus on quality, creating greater value for your business.

With Programmed, you get the strength and support of an organisation that has successfully been delivering this value across the APAC region for decades.

Gain access to much more...

13 market coverage



across APAC

Regional and



global networks

Database of



candidates

Access to our suite of



proprietary technology

13 MARKETS ACROSS THE APAC REGION

Australia, China, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Philippines, Singapore, Taiwan, Thailand, Vietnam

140+ LOCATIONS ACROSS AUSTRALIA AND NEW ZEALAND



Work and Smile

Working life is a journey of growth and creation.

We all have big dreams,
and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society
so that all work leads to lives of happiness.

Our values

Our values encourage our employees to act in a safe, responsible, caring and sustainable way when working with our customers and communities.



PERSONAL SAFETY LEADERSHIP

We lead with safety and act to protect the wellbeing of our customers, the public and ourselves.



DIVERSITY, INCLUSION AND EQUALITY

We value diversity and create a safe, inclusive and discrimination-free workplace.



CARE AND EMPATHY

We show care, work collaboratively and check in on others when they need support.



CUSTOMER SERVICE

We deliver genuine, reliable service and treat customers as we would want to be treated.

Our history

Founded by Norman Miles 75 years ago, our business capability has grown to be one of the largest providers of staffing and maintenance services across Australia and New Zealand.

1951

▶ **From 1 to 32,000**

Started as Norman Miles Paint Services with one van and a few tradesmen. Today, Programmed employs 32,000 people and supports 10,000 customers.

2015

▶ **Growth with acquisition**

Expanded through mergers, most notably with Skilled, strengthening our workforce solutions.

2017

▶ **New Chapter with PERSOL Group**

Joined Japan's PERSOL Group, while remaining headquartered in Perth, Western Australia.

2026

▶ **Celebrating 75 years of Programmed**

75 years of supporting employees, customers and communities with the skills they need.



▶ **Celebrating 10 years of PERSOL**



We're proud of our journey, from a small painting company founded in 1951 to one of the Asia Pacific's leading staffing, recruitment, and HR solutions providers.

Our company

Australia and New Zealand's leading provider of Staffing, Maintenance and Facility Management services. Together we build outstanding people, strong customers and great communities.

Staffing

SKILLED WORKFORCE

Blue-collar/trades staffing, managed workforces.

PERSOL

Professional/executive staffing, managed workforces.

TRAINING SERVICES

Apprenticeships, traineeships, and employment programs through GTO and RTO services.

PEOPLE SOLUTIONS

Specialist services including managed supplier programs and digital apps that enable productivity.

ENERGY AND RESOURCES

Production and maintenance on-hire, shutdowns, major outages, projects, specialised services, and workforce planning.

OFFSHORE

Workforce and training solutions for the offshore energy sector.

Maintenance

PROPERTY SERVICES

Painting, signage, grounds, and building project services.

FACILITY MANAGEMENT

Facility and asset management services.

ELECTRICAL TECHNOLOGIES

Integrated visual, communication, and electrical services.

ESSENTIAL SERVICES

Fire, HVAC, handy-person, electrical, and plumbing services.



Why Programmed

Programmed, together with our professionals and executive recruitment business PERSOL, is a leading provider of Staffing and Maintenance solutions across Australia.

We employ over 32,000 people each year and support more than 10,000 customers across key industries including Mining, Oil and Gas, Government, Education, Aviation, Health, Infrastructure, Manufacturing, and Transport.

Founded in Victoria in 1951 and now part of the PERSOL Group, we combine regional scale with strong local expertise. With 140+ locations across Australia and New Zealand, we operate the largest branch network in the industry.

Keeping you and your teams safe every job, every time.

Safety is at the core of our business operations. Guided by our Zero Harm commitment, our people align themselves to our values of personal safety leadership, care and empathy, customer service, diversity, inclusion and equality.



**Together we
build outstanding
people, strong
customers
and great
communities.**

Together, we

support

1000+
communities

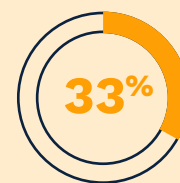


represent

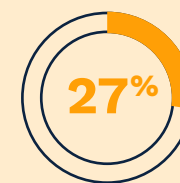
59
cultures



continue to grow **female leadership**



on-site



senior leaders

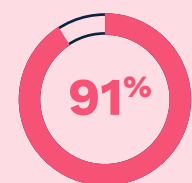
Indigenous
participation

4.5%

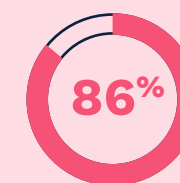


Safety

remains
central



of **field
employees**
recognising
strong onsite
safety



of **staff**
making
health and
safety a
daily focus

Programmed Skilled Workforce

Programmed Skilled Workforce is Australia and New Zealand's leading provider of managed skilled workforce and recruitment services.

We recruit, deploy, manage and maintain a mobile workforce of more than 10,000 per week. Programmed provides the people, knowledge and expertise to help our customers succeed.

Safety leadership underpins every aspect of our service delivery, and we pride ourselves on our ability to deliver safety conscious people and help create safer worksites.

Programmed works where you work, as we proudly support the largest branch network in the industry, with 60+ Skilled Workforce locations across Australia and New Zealand.

Throughout the network, our dedicated and knowledgeable team of resourcing specialists, health and safety professionals, industrial relations experts and HR staff provide hands-on support for over 3,000 customers in managing their workforce requirements.



Programmed
Skilled Workforce
WATCH NOW



Cargill Australia

The challenge

- ▶ Cargill Australia required a proactive approach to safety management across its agribusiness operations.
- ▶ Improved account management and communication were necessary to support the extensive grain handling and distribution network.
- ▶ The company faced the challenge of improving roster visibility and efficiency, particularly during the critical harvest period.
- ▶ There was a need for intelligent technology use to enhance visibility and management of labor usage and spending throughout the year.

The skill

- ▶ Programmed Technologies was deployed across Cargill Australia's network for real-time labor management and visibility. Comprehensive injury management and safety protocols, were implemented to close gaps in existing processes.
- ▶ Communication strategies and systems were developed to improve coordination between management and contingent labour, facilitated by local Account Managers. Rostering techniques were enhanced, utilising the Programmed Dashboard system for effective labour demand management during peak harvest times.

The success

- ▶ The partnership led to improved operational efficiency, with better employee utilisation resulting in reduced absenteeism and more efficient use of overtime.
- ▶ Significant improvements in employee safety were achieved through collaborative efforts in safety management.
- ▶ Technology advancements provided greater clarity on business trends, improving decision-making related to labor and roosting arrangements. The successful transition and continuous improvement strategies have established a robust foundation for meeting future agribusiness labor supply challenges.

Skills Development Centre

The supply chain and logistics sector has faced major challenges, particularly due to a shortage of skilled operators for equipment such as electric forklifts, pallet jacks, and order pickers, as well as modern inventory tools like scanning and voice-picking technology.

To address these issues, Programmed established Centres of Excellence in Western Sydney and Melbourne. These training facilities are the first in the recruitment industry to feature full-scale replica warehouses, providing hands-on experience through state-of-the-art on-site training. By blending classroom knowledge with practical, real-world exercises, candidates gain both essential skills and safety knowledge, fast-tracking their qualifications and career growth.

Programmed's Employment Services team works with Workforce Australia and community partners to source and prepare candidates, creating sustainable employment opportunities and supporting social responsibility goals. Specific programs also target diversity and inclusion, offering tailored courses for First Nations Peoples, women in non-traditional roles, culturally diverse groups, refugees, and individuals with disabilities.

To date, over 1,000 candidates have trained through Programmed's Skills Development Centres, with a 90% completion rate and over 70% achieving sustainable employment. Programmed is expanding its reach with a new facility in WA, supporting skills gaps in supply chain and mining. Training sites also operate in Queensland and South Australia.

Our Trainers and Assessors deliver both accredited and non-accredited skills training, including forklift operation, load restraint, fatigue management, and soft skills such as communication, teamwork, and problem-solving. These pre-employment programs are especially helpful for those new to the industry or facing employment barriers.



Addressing the skills shortage in supply chain and logistics.

Permanent Recruitment

Programmed Skilled Workforce provides recruitment and sourcing for permanent positions throughout Australia and New Zealand.

We have dedicated resourcing specialists in every state and territory, who focus on sourcing general staff and labourers – as well as qualified trade professionals – who are seeking permanent employment. Our permanent recruitment sourcing and expertise can complement your casual workforce.

With a database of over 1 million candidates, our permanent recruitment team has one of the largest candidate pools across Australia and New Zealand.

Areas we service include:

- Manufacturing, Transport and Logistics
- Trades and Services
- Mining, Resources and Energy
- Government and Defence
- Engineering
- Construction



Airport Ramp-up — Post Pandemic Recovery



The challenge

- ▶ In April 2022, as travel resumed post-COVID-19 lockdowns, a global leader in ground services and cargo handling needed to rapidly expand its permanent workforce in Melbourne. With increased customer demand and strict airport regulations, the company required immediate staffing solutions.

The skill

- ▶ To meet the client's needs, Programmed allocated dedicated resources and leveraged a tailored recruitment strategy. This included promoting the client's Employee Value Proposition (EVP), utilizing their database via chatbot, and sourcing talent through Seek, Indeed, and Job Active relationships. Programmed ensured smooth logistics by scheduling weekly interviews, providing certainty and structure for the recruitment process.

The success

- ▶ Programmed's effective approach led the client to increase their initial order from 100 to 190 employees. Over five months, Programmed delivered consistent results, presenting 14-16 candidates weekly and achieving 4-8 placements each time. By September 2022, Programmed had filled 110 permanent roles, helping the client scale up efficiently during a time of historically low unemployment in Australia.

Programmed Rail and Civil Services

For more than 20 years, Programmed Skilled Rail Services has been providing qualified rail and infrastructure personnel to Australia's leading public and private rail asset owners and operators.

As part of Programmed, a leading provider of staffing, operations and maintenance services, our team brings the scale, capability and experience needed to support a wide range of rail and civil infrastructure projects across Australia. With more than 100 locations across Australia and New Zealand, we offer a national strategy that is supported by strong local expertise and capability.

We are a specialist provider of workforce solutions to the rail and infrastructure sector, with teams dedicated to the operation and supply of rail safeworking, civil construction labour and trades and technical roles in infrastructure. Our rail operations team has a combined 123 years of experience in managing rail infrastructure projects and supporting organisations within this sector.



Our dedicated team operates from major locations across Australia and is supported by Programmed's national branch network and the centralised rail operations centres in both Sydney and Melbourne.

Our capability includes:

Rail Services

- Rail safeworking
- Rail safework planning
- Track workers including rail plant operation
- Rail trades
- Corridor and track maintenance
- Vegetation, drainage, fencing and site presentation
- Workshop and on site trades

Civil Support

- Civil labourers
- Plant operators
- Trades and technical support
- Support for maintenance, shutdowns and capital works

We combine extensive industry experience, operational capability and access to a large, job ready workforce to support safe, compliant and reliable project delivery across both rail and civil environments.

Programmed People Solutions

Taking care of your contingent, contract and permanent workforce

In today's fast-moving work environment, organisations need a dependable workforce partner that delivers transparency, compliance and flexibility.

At Programmed People Solutions, we support businesses to manage their workforce in a simple and consistent way. Our Managed Service Provider offering brings together technology, expertise and local support to help you source, engage and manage contingent, contract and permanent employees in line with your operational needs.

Our services include:

- Managed Service Provider (MSP)
- Recruitment Process Outsourcing (RPO)
- Business Process Outsourcing (BPO)

With our scale and experience, we support your business across every stage of the workforce lifecycle, including navigating change, growth and market disruption.

Managed Service Provider (MSP)

Our MSP solution streamlines the sourcing, engagement and administration of your contingent workforce. Whether you require casual, fixed term, contract or permanent workers, our MSP delivers a structured and compliant approach, managing multiple suppliers through a single point of accountability with a focus on transparency, scalability and governance.

Key benefits:

- Saves time across the hiring and onboarding process
- Supports efficient workforce cost management
- Access to a broad and high quality talent pool
- Strong compliance and governance frameworks
- Reduced operational and workforce related risk
- Dedicated support and consistent service delivery
- Improved data visibility and reporting
- Industry leading health, safety, environment and quality standards (HSEQ)

Recruitment Process Outsourcing (RPO)

Our Recruitment Process Outsourcing service is designed to strengthen and streamline your talent acquisition function. Supporting both professional and non-professional roles, we operate as an extension of your HR team, helping you attract talent through multiple channels while managing the end-to-end recruitment process.

RPO delivery models:

- **Full Service RPO:** A strategic partnership that manages your entire talent acquisition lifecycle, from workforce planning through to onboarding.
- **Short Term Demand RPO:** Flexible, project-based recruitment support designed for urgent or specialised hiring needs, including periods of organisational change or restructure.

Business Process Outsourcing (BPO)

Our Business Process Outsourcing services enable organisations to outsource selected workforce related functions such as Human Resources or workforce planning. By leveraging our experience, systems and scale, we help improve efficiency, support growth and allow your teams to focus on core business priorities.

Programmed Apprenticeships + Traineeships and RTO:110043

Programmed Apprenticeships and Traineeships

As Australia's largest provider of trades and technical workforces, Programmed delivers training services that support the workforce of the future.

Programmed Training Services operates as both a Group Training Organisation (GTO) and a Registered Training Organisation (RTO 110043). Working with a broad network of industry professionals, we design tailored training programs that support individuals throughout their Vocational Education and Training (VET) journey.

- Short courses
- Certificates I-IV
- Apprenticeships
- Traineeships
- Nationally accredited qualifications
- Tailored training and mentoring programs

Our customised programs support safe, engaged and productive apprentices and trainees from all backgrounds, while meeting the workforce development needs of employers.

Through skills development, mentoring and training, our apprentices and trainees contribute from day one while building the qualifications and experience needed for long-term careers.

Each year, we manage the recruitment, training and ongoing support of more than 2,500 apprentices and trainees, along with over 10,000 training participants nationwide.

Group Training Organisation

A national leader in apprenticeships and traineeships

Programmed is a leading employer of apprentices and trainees across Australia, with over **20 years of experience** and a **90% completion rate**, significantly higher than the industry average of **58%**. We support individuals throughout their career journeys, particularly in trade and blue-collar industries, helping address skills shortages and strengthen workforce capability.

Why apprenticeships and traineeships matter

Apprenticeships and traineeships are critical to building a sustainable pipeline of skilled talent, improving productivity and retention across industries. These programs combine hands-on workplace experience with formal training delivered through a **Registered Training Organisation (RTO)**, resulting in **nationally recognised vocational qualifications**.

Program pathways

- **Apprenticeships:** Structured trade and skill-based programs combining paid employment with supervised training, typically completed over **3–4 years**.
- **Traineeships:** Shorter, industry-focused programs of **1–3 years**, designed to build job-ready skills.

Both pathways provide practical experience, recognised qualifications, and strong foundations for long-term careers.

Training Professionals

We deliver a comprehensive range of training pathways, from **school-based traineeships to higher-level qualifications**, supporting diverse cohorts and the evolving needs of Australian businesses.

Nurturing tomorrow's leaders

Our commitment extends beyond filling roles. Through mentoring, hands-on experience, and personalised development plans, we equip apprentices and trainees with the skills, confidence, and capability to succeed — with many progressing into leadership roles over time.



Registered Training Organisation

Programmed's Registered Training Organisation (RTO 110043) delivers **quality-assured, nationally recognised vocational education and training** across Australia, supporting individuals and employers with skills that meet real industry needs.

Our focus goes beyond certification. We design training that builds confidence, capability, and practical knowledge, helping learners succeed in their roles while supporting employers to develop high-performing, future-ready workforces.

With a strong national footprint, we offer **accessible, locally tailored training solutions** across multiple industries. Our scope includes nationally accredited qualifications, skill sets, and short courses across areas such as business, leadership, supply chain, safety, and compliance, supporting both workforce entry and career progression.

To meet diverse learning preferences and operational requirements, our RTO offers flexible delivery options, including:

- **On-site training**, delivered directly in the workplace
- **Online learning**, with self-paced modules accessible anywhere
- **Blended learning**, combining face-to-face and online delivery

Through customised programs and flexible delivery, Programmed's RTO enables individuals to gain recognised qualifications while helping organisations build skilled, capable teams ready for long-term success.

Empowering careers through nationally recognised training.



National Energy Technician Training Scheme (NETTS): Building tomorrow's skilled workforce

The NETTS program is a collaboration between Programmed and major energy companies including Santos, Shell, Woodside, Vermilion, INPEX, Jadestone and Beach Energy. Together, we are developing a highly skilled and diverse workforce that will shape the future of the energy industry.

What Makes NETTS Different

Collaborative Learning

Partnering companies share knowledge and resources, giving apprentices broad exposure to industry facilities, processes and equipment.

Foundation Training Year

Apprentices spend their first 12 months in a structured learning environment that builds strong technical and safety foundations before entering the workplace.

Holistic Development

In addition to technical skills, apprentices gain life skills, workplace readiness, and experience in a variety of settings through planned secondments.

Stronger Career Pathways

With multi-site exposure and industry wide support, apprentices are well prepared for a safe and successful transition into long-term energy careers.



Discover how the NETTS program is paving the way for the next generation of energy professionals

READ NOW

Scholarship opportunities in the Defence Industry

The Defence Industry Internship and Graduate Scholarship Program (DIIGS) is designed to ensure a pipeline of skilled professional and para-professional workers in WA's defence industry. Eligible graduates and students are encouraged to apply for the scholarships offered under three sub-programs:



'Taster' Work Integrated Learning (WIL) program

6 to 12 week placement and scholarship grant for first- and second-year university and higher-level vocational education and training (VET) students in a defence industry-related qualification;



Graduate program

one-year graduate placement and scholarship program for new or previous graduates who have attained a university or higher-level VET defence industry-related qualification.



Internship program

10 to 26 week placement and scholarship grant for university students or higher-level VET students who are normally in their last or second-last year of study in a defence industry-related qualification; and



DIIGS
WATCH NOW



Swift recruitment and tailored training: how Programmed helped Uniform Group overcome skill shortage and retention challenges

The challenge

- ▶ Uniform Group had been striving to recruit a Printing Apprentice for over 24 months, but with no success. This role required a specialised skill set that not only appears on the national skills shortage list but also belongs to an industry that is relatively unknown to many. Alongside this recruitment challenge, Uniform Group faced retention issues, which they were attempting to manage internally. The company recognised opportunities to enhance workplace culture, morale, and overall performance, as employees sought greater professional development and growth opportunities.

The solution

- ▶ By partnering with Programmed Training Services, Uniform Group successfully filled the Printing Apprentice position in less than three months. The company was not only impressed by the quick turnaround from contract signing to placement but also benefited from Programmed Training Services' comprehensive approach to addressing their retention concerns.

Programmed Training Services proposed upskilling existing staff with nationally accredited qualifications relevant to their roles. This included delivering a Certificate III and subsequently a Certificate IV in Supply Chain Operations to the Warehousing Manager, along with a Certificate III in Business. These qualifications were provided through our in-house RTO, demonstrating that we are a true 'One Stop Shop'.

The success

- ▶ Uniform Group was thoroughly impressed with our ability to swiftly address both their apprentice recruitment and staff retention challenges. Going beyond expectations, we not only filled the vacancy but also delivered a tailored training solution that met their high standards. As a mark of appreciation, during the Christmas 2023 period, Uniform Group awarded the Apprentice an additional \$1,000 bonus in recognition of their contribution.

Programmed Energy and Resources

Programmed is one of Australia's leading providers of production, staffing and maintenance services across the energy and resources sector.

With over 60 years of operational experience, we have established ourselves as a trusted partner, offering a full suite of staffing, production and maintenance services.

Our dedication to achieving recruitment process excellence, coupled with our extensive workforce, enables us to supply the right people to support our customers.

We provide new to industry and seasoned professionals in technical roles, with unparalleled expertise in delivering workforce and maintenance services of varying scales sets us apart.

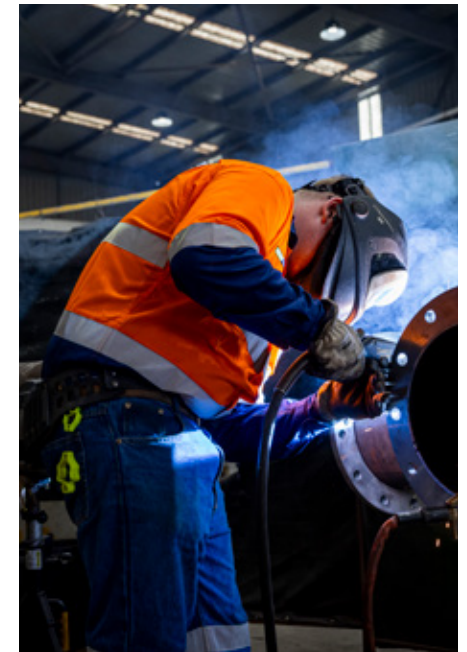
We cover a wide range of classifications, including operators, trainees, apprentices, tradespeople, semi-skilled workers, professionals, and technical roles.

Our key services include:

- Operations and production
- Maintenance and reliability
- Projects and engineering
- Shutdowns and outages



Programmed
Energy and Resources
WATCH NOW



Operations and production

- Labour hire — experienced
- Contract production services
- Trainee and new-to-industry programs
- Long- and short-term engagement of:
 - Experienced operators
 - Production technicians
 - Production support services
- Permanent placement and recruitment services
- New-to-industry and traineeship programs
- International workforce programs



Our impressive achievements include an 85%+ completion rate, 55% female participation in traditionally male-dominated sectors, with 33.8% of apprentices and trainees identifying as Aboriginal and/or Torres Strait Islanders.

Maintenance and reliability

- Labour hire — trades and technicians
- Contract maintenance services
- Offsite services and workshop support
- Long- and short-term engagement of:
 - Experienced tradespeople
 - Reliability specialists
 - Supervised workforces
- Outsourced maintenance and service contracts
- Industrial facilities management
- Workshop support and specialist services



Projects and engineering

- Sustaining and operational capital projects
 - Asset and remediation programs
 - Site support for major capital projects
-
- Scope development, estimating and planning services
 - Fixed-price and total cost estimate (TCE) project delivery
 - Building refurbishment, extensions and upgrades
 - Plant and equipment decommissioning, relocation and re-establishment
 - Compliance rectification works
 - Capital works including new installations and upgrades



Shutdowns and outages

- Routine/periodic shutdown labour and supervision
 - Shutdown tooling, plant and equipment
 - Major shutdown and outage support services
-
- Repairs and maintenance on plant during partial or complete production shutdown
 - Full-service detail planning and implementation
 - Supplementary supervised work teams
 - Supplementary labour
 - Plant, equipment and tooling supplies



Port Waratah Coal Services: 4.11 Reclaimer Structural Repairs & Painting



The challenge

- ▶ Port Waratah Coal Services (PWCS) needed urgent structural repairs and protective coating for their 4.11 Reclaimer at the Kooragang Coal Terminal. Corrosion and steel loss had compromised the machine's integrity, requiring timely intervention to prevent further damage and maintain safe operations.

The skill

- ▶ Programmed was tasked with executing two projects: structural repairs and painting of the reclaimer's boom and slew deck. The team provided specialised labour, equipment, and services such as abrasive blasting, mechanical repairs, scaffolding and operational testing. Programmed's project management, safety oversight and cost tracking ensured smooth execution despite challenges such as severe weather and lead-based paint removal.

The success

- ▶ The project was completed on time and within budget, earning Port Waratah's satisfaction. Programmed delivered over 1,000,000 man-hours without any major incidents, ensuring safety and efficiency. Additional project work, including workshop support and subcontractor management, was awarded due to the team's excellent performance. Detailed cost tracking allowed Port Waratah to stay within budget while addressing additional repairs during the project.

Offshore

Programmed Offshore are the industry leaders in tailored workforce solutions which keep the offshore industry running.

We partner with our clients to provide a full recruitment and crewing cycle on the biggest energy projects in Australia.

With decades of experience, a highly skilled team and a commitment to safety and reliability, we ensure your project is in expert hands.

With expertise in:

- Marine
- Drilling
- HUC & Construction
- Operations & Maintenance
- ROV
- Renewables
- Catering & Janitorial Services
- Indigenous Engagement & Training

Offshore service offerings:

- Drill, Marine & ROV Crew
- Catering
- Offshore Maintenance
- Specialised Personnel
- Hook up & Decommissioning

Offshore crew management and recruitment

Programmed Offshore are the industry leaders in tailored workforce solutions which keep the offshore vessel and rig movement running.

We partner with our clients to provide a full recruitment and crewing cycle on the biggest energy projects in Australia. With decades of experience, a highly skilled team and a commitment to safety and reliability, we ensure your project is in expert hands.

Our specialist crew can support any offshore project, delivering a full offshore complement for marine, drilling, construction and commissioning, operations and maintenance, ROV, and catering and janitorial services. Programmed Offshore is registered with Australian Maritime Safety Authority (AMSA) and Mariti NZ as a private seafarer recruitment and placement service provider.



Onshore workforce solutions and recruitment

In addition to our offshore services, Programmed Offshore can offer workforce solutions to a broad range of onshore business sectors.

With over 30 years of local experience, we specialise in sourcing, recruiting, and workforce management.

We work closely with our clients to understand their unique needs and develop customised staffing solutions that align with their workplace culture and operational goals.

- Supplementary Services
- Onshore Logistics Support
- Travel Management Solutions
- Industrial and Employee Relations
- Health, Safety, Environment and Quality



First Nations Employment Pathways

Programmed is committed to increasing workforce participation and engagement of Aboriginal or Torres Strait Islander People Australia-wide.

We actively assist Aboriginal and/or Torres Strait Islander People to gain employment by working with local communities, corporations, providers and custodians, and supporting education pathways for school-age candidates to make these dreams a reality.

Through our in-house training centre and our experienced resourcing teams, we are able to provide Aboriginal and/or Torres Strait Islander People with opportunities to gain relevant skills and experience for sustainable careers whilst maintaining a sense of identity, to support a positive and growth enriched lifetime of employment. We do this in acknowledgement of our responsibility to action change and advancement and as a signatory to Generation One, which we are proud to hold since the inception of the Commonwealth's Closing the Gap initiative in 2009.

Programmed's First Nation's Employment Pathways Program not only provides multiple options of entry to the workforce for Aboriginal and/or Torres Strait Islander candidates, but also aims to support our managers and key account stakeholders with the confidence and knowledge they need to be ambassadors for equity in employment and opportunity across all roles and all divisions.

Programmed works with you to identify and create genuine employment opportunities for sustainable growth, impact and real change for Aboriginal and/or Torres Strait Islander People in your business.

Programmed works with you to identify and create genuine employment opportunities.

PERSOL

Professional staffing and recruitment

Programmed and PERSOL — better together.

Together, Programmed and PERSOL are one of the leading staffing, recruitment and HR solutions providers in the APAC region.

In today's rapidly evolving world of work, success demands more than experience—it requires the right mindset and the right people. At PERSOL, we are proud to be Asia-Pacific's leading staffing and HR solutions partner, helping businesses and individuals navigate change with confidence.

With decades of expertise, we combine regional scale with deep local insight to deliver integrated workforce solutions that are tailored, tech-enabled, and built for the dynamic future of work.

Our strength lies in collaboration. We take a solutions-focused approach, partnering closely with you to understand your unique needs, build strong relationships, and deliver real results. Backed by fresh thinking, deep expertise, and an unwavering commitment to quality, our people bring innovation and reliability to every challenge.

At PERSOL, we're committed to creating positive outcomes for businesses, individuals, and communities. Whether you're seeking top talent, scalable HR solutions, or new paths to growth, we're here to help you move forward. Visit persolapac.com to find out more.

PERSOL APAC delivers tailored workforce solutions across a diverse range of industries.

Our deep sector knowledge and regional reach enable us to align the right talent, technology, and strategy to deliver meaningful outcomes for our clients.

We specialise in supporting organisations across the following key verticals:

Professional & Corporate Services

- Business Support & Administration
- Legal & Compliance
- Human Resources
- Marketing & Communications
- Consulting Services

Banking, Finance & Insurance

- Retail & Commercial Banking
- Investment & Asset Management
- Risk & Compliance
- Accounting & Financial Services
- Insurance & Claims

Information & Communication Technology (ICT)

- Software Development & Engineering
- Infrastructure & Network Services
- Data & Analytics
- Cybersecurity
- Cloud & DevOps

Engineering, Technical & Industrial

- Civil, Structural & Mechanical Engineering
- Electrical & Systems Engineering
- Manufacturing & Production
- Mining, Resources & Energy
- Construction & Project Delivery

Defence & National Security

- Security-cleared Talent Acquisition
- Engineering & Technical Specialists
- Defence Industry Supply Chain & Manufacturing Support
- Project Delivery & Workforce Scaling

Healthcare & Life Sciences

- Allied Health & Medical Professionals
- Pharmaceuticals & Medical Devices
- Aged & Disability Care
- Health Administration

Retail, Consumer & Hospitality

- Retail Operations & Management
- FMCG & Supply Chain
- Customer Service & Contact Centres
- Tourism & Hospitality

Government & Education

- Government Departments & Agencies
- Universities & Education Providers
- Research & Policy Development
- Federal, State & Local

Flexible, tailored solutions to suit your business needs.

Our expert teams source quality professional temporary, contract and permanent staff and we can also support you with:

- Pre-employment screening
- Candidate testing
- Aptitude testing
- Psychometric assessment
- Fitness for work
- Background checks and skills testing
- Pre-employment medicals
- Assessment centres
- Bulk and campaign recruitment
- Scribing services (all levels)
- First Nations People Employment Program
- Outplacement support

International Desk Services (Japan & Korea)

Supporting Japanese and Korean businesses across Australia.

At PERSOL Australia, our Regional Desk Services team connects Japanese and Korean businesses with local talent and market expertise. We also support Australian organisations with ties to Japan or Korea by providing culturally aligned, bilingual professionals and strategic consulting.



What we offer:

- **Bilingual Talent Placement**
Japanese and Korean speaking professionals across industries, plus local candidates attuned to North Asian business culture.
- **Dual-Market Sourcing**
End-to-end recruitment across Australia, Japan or Korea from graduate to executive level, in all major business functions.
- **Strategic Advisory & Expansion Support**
We consult on market entry, talent deployment (PMI), compensation systems, hiring frameworks, and HR consulting.
- **Localised Expertise, Global Reach**
With access to a broad APAC network, we bridge language, cultural, and compliance gaps, ensuring smooth communication and alignment across borders.

Customer Spotlight:

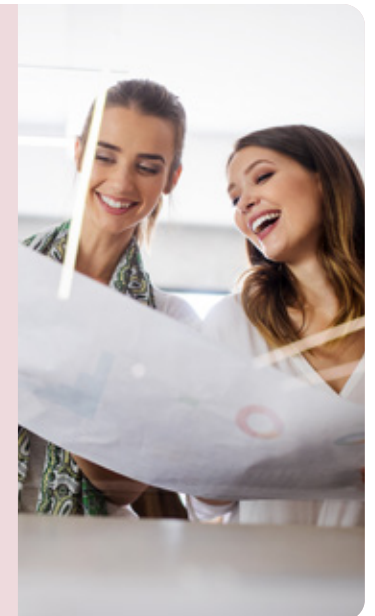


Multinational conglomerate corporation (3M):

- Working relationship since 2018
- Successful placement for niche, hard to fill scientific roles across Australia and New Zealand
- 100% satisfaction from our client and candidates
- These niche positions can take up to 3 months to fill, however we were able to do so between 4-6 weeks

National Entertainment Group (TabCorp):

- Supply of 370 operators and terminal hosts who are required to assist the general public
- 100+ event staff in throughout the year
- Expectations of service levels and personal appearance are a priority as all operators are acting as brand ambassadors on behalf of both client and Programmed
- Roster management solution
- Short turn-around / response roster fulfilment



Technology solutions



Programmed
Technology
WATCH NOW



GO app

Unlock endless possibilities and effortlessly navigate your career journey.

GO is our innovative mobile app helping employees and jobseekers search, apply and manage their careers anywhere, anytime.

We list all of our available roles in real-time, meaning jobseekers can apply today and could be working for a customer tomorrow.

The GO app links seamlessly with our payroll and invoicing systems enabling our workforce to easily access and manage their employment information. This includes payslips, payment summaries, time and attendance as well as receiving safety alerts and the latest news.

The App is free to download for iOS and Android from the App Store.

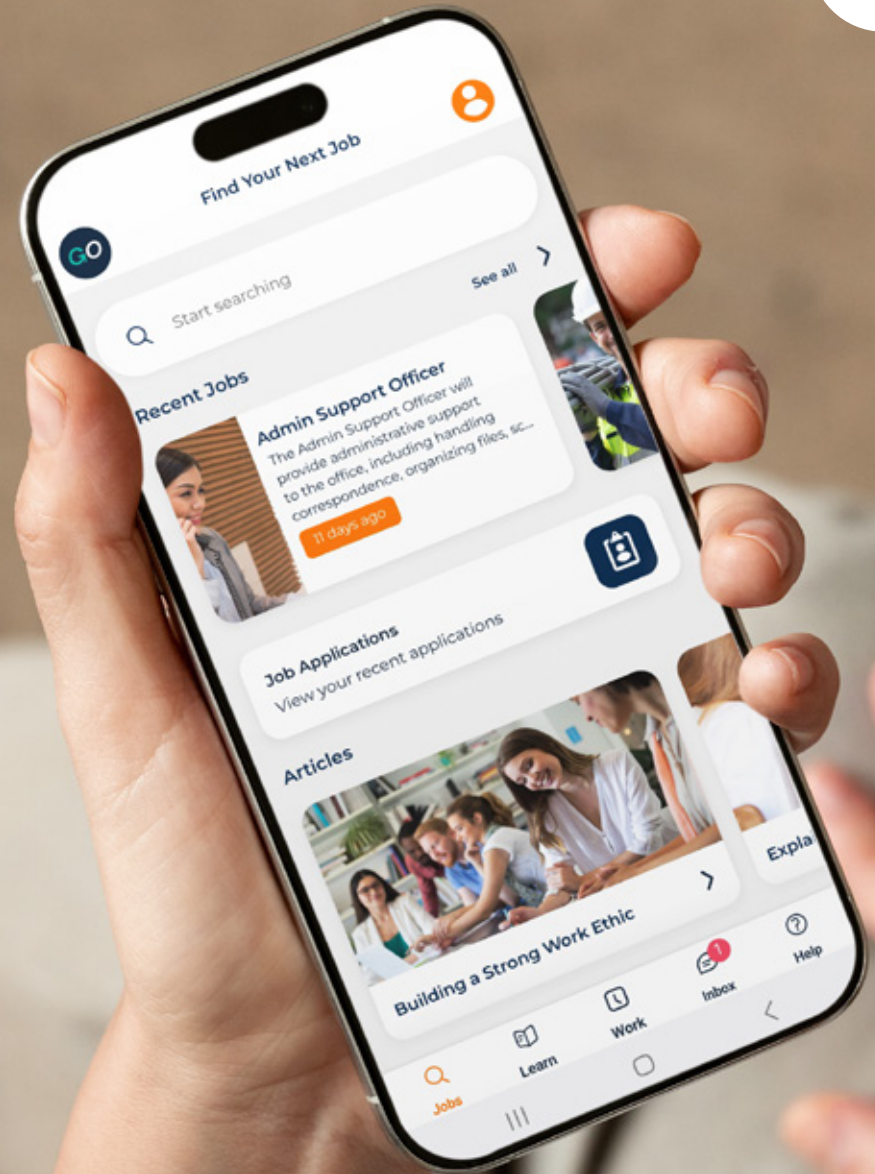


go.programmed.com



Our GO App
WATCH NOW

GO



Dashboard

Intelligent Data

The Programmed Dashboard is an easy-to-use online platform that integrates with our recruitment, invoicing and reporting systems. The Dashboard gives you self-service access to online approvals, extensive reporting and real-time analysis of employees/costs.

Easy to use platform for employees

- Employees can log in via mobile device or website
- Physical on-site clock for sites with a large number of employees
- Geo-fencing ensures employees will only be able to clock on and off at work.

Delivering benefits to you

- Flexibility to capture time by department
- Streamlined administrative processes, with no more paper-based timesheets
- Greater visibility of rostering and spending patterns, allowing for faster analysis and decision making
- Ability to view costs and rosters by single or multiple cost centres.





Offices

AUSTRALIA

Australian Capital Territory

Canberra

New South Wales

Albury
Bathurst
Botany
Coffs Harbour
Dubbo
Gunnedah
Liverpool
Newcastle
Orange
Seven Hills
Singleton
Sydney
Wagga Wagga

Queensland

Bundaberg
Cairns
Mackay
Oxley
Rockhampton
Spring Hill
Toowoomba
Townsville
Virginia

South Australia

Mount Gambier
Whyalla
Underdale

Tasmania

Burnie
Hobart
King Island
Launceston

Victoria

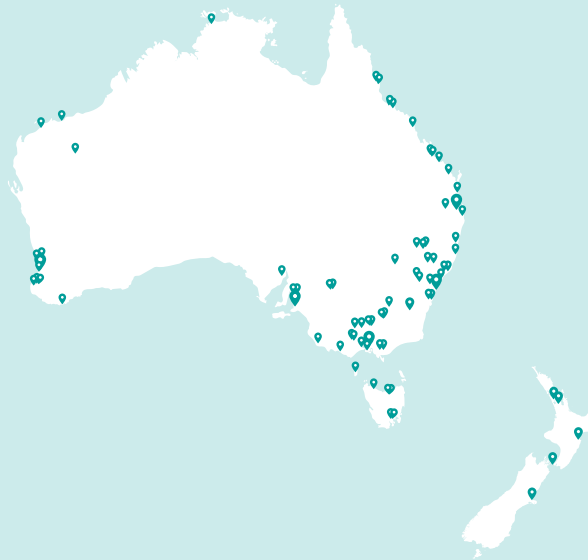
Altona
Bendigo
Geelong
Melbourne CBD
Mildura
Notting Hill
Port Melbourne
Shepparton

Western Australia

Bunbury
Burswood
Karratha
Newman
Port Hedland

Northern Territory

Darwin



NEW ZEALAND

Auckland

Auckland CBD
South Auckland

Christchurch

Riccarton

Napier

Onekawa

Wellington

Wellington CBD



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