



Kazi Konnect

Capability Statement

Workforce Solutions. Social Procurement Outcomes. Community Impact.

A Victorian social enterprise labour-hire and employment pathways partner for the construction, infrastructure, resources and civil sectors.

Prepared for: Infrastructure and construction employers, Tier 1 and Tier 2 contractors, project developers, resources and utilities companies, government agencies and any organisation committed to building inclusive, high-performing workforces.

June 2026

Executive Summary

Any major project employer faces the same challenge: securing reliable entry-level and semi-skilled labour while also demonstrating workforce diversity, community benefit and responsible employment practices – whether driven by client requirements, ESG commitments, procurement conditions or simply good business. Sustaining project delivery depends on access to dependable labour and the ability to show measurable outcomes across employment, retention and local participation.

Our Proposition

Commercial first and social by design. We give project employers a dependable workforce pipeline that reduces recruitment friction and labour shortages, while generating auditable social value – diverse local employment, youth participation, and measurable progression into sustainable work.

What We Deliver

- Recruitment, labour hire, pre-employment screening and onboarding
- Ongoing pastoral support and grassroots community trust
- Union engagement to keep workers safe, productive and retained
- Transparent monthly reporting on placements, hours, retention and demographics
- Workforce impact reporting tailored to your client, ESG or procurement reporting requirements

- ❏ Kazi Konnect is seeking to partner with project employers across construction, infrastructure, resources, utilities and civil sectors – at any scale – to pilot targeted workforce pathways across suitable project packages.

Who We Are

Kazi Konnect is a Victorian social enterprise operating as a labour-hire and employment pathways partner to the infrastructure and civil construction sector. We sit deliberately between two worlds that rarely connect well: the commercial workforce needs of major projects, and the under-utilised talent in communities across Melbourne and regional Victoria.

Not a Welfare Program

We are an employer-facing workforce solution – not a community welfare program – bringing together recruitment, labour hire, screening, onboarding, pastoral care and union engagement in a single accountable model.

Not a Conventional Labour-Hire Firm

Our purpose is prevention through employment – the principle that stable, fairly paid work reduces idle time, strengthens families and creates a durable pathway away from poverty, welfare dependency and justice-system contact.

A Reinvestment Model

We reinvest part of the value we generate back into community-based prevention, mentoring, education and employment pathways – giving us authentic reach into communities that infrastructure employers are being asked to engage.

Our Value Proposition

Kazi Konnect helps infrastructure employers and delivery partners solve a labour problem and a compliance problem at the same time — with transparency that stands up to client, ESG and procurement scrutiny — in any project context.



Reliable Workforce Pipeline

Access entry-level and semi-skilled workers ready for mobilisation when projects need them, with the ability to scale crews up or down as demand shifts.



Workforce Compliance & Reporting

Meet obligations under government social procurement frameworks, ESG commitments, client diversity requirements or industry standards — with reporting evidence built in from day one.



Diverse, Local Workforces

Build workforces that reflect the communities a project operates in, supporting disadvantaged cohorts into sustainable employment — not just one-off placements.



Reduced Recruitment Friction

Sourcing, screening and job-readiness handled before a worker reaches site — strengthening community trust and social licence around projects through credible grassroots engagement.

Core Capabilities & Target Roles

Core Capabilities

- **Labour Hire & Workforce Mobilisation**
Sourcing, engaging and deploying workers to site against defined role requirements and timeframes.
- **Targeted Recruitment**
Structured sourcing from young people, multicultural and newly arrived communities, women and disadvantaged jobseekers through trusted community, digital and referral channels.
- **Pre-Employment Screening**
Verification, work-readiness preparation and site-expectation briefing so workers arrive prepared, not just available.
- **Pastoral Care & Retention**
Ongoing check-ins, early issue resolution and practical support that keep workers on site and reduce costly turnover and no-shows.
- **Workforce Impact Reporting**
Structured monthly reporting tailored to your client, ESG, procurement or contractual reporting obligations – government or private sector.

Target Roles & Industries

We focus on entry-level, semi-skilled and support roles where workforce demand is high and community employment outcomes can be delivered:

Civil Labourers

General construction support

Traffic Management

Support roles

Site Services

Cleaning & facilities

Warehousing

Logistics support

Rail & Transport

Project support

Apprenticeships

Traineeship pathways

Commercial Construction

Private development & building projects

Resources & Utilities

Mining, energy and infrastructure support

Workforce Compliance & Social Value Frameworks

Kazi Konnect is built to help employers meet workforce obligations and demonstrate social value – whether those requirements come from government procurement frameworks, private client ESG conditions, industry standards or your own organisational commitments.



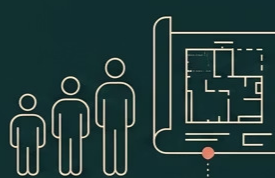
Social Procurement.

Opportunities, disadvantaged, women's equality, reporting.



Local Jobs First.

Local employment, sourcing Victorian workforce.



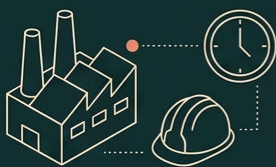
Skills Guarantee.

Apprentices, trainees, cadets for \$20M+ projects.



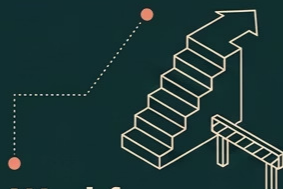
Building Equality.

Actively recruit, support women in construction.



Safe & Fair Work.

Union-informed support and compliance.



Workforce Participation.

Welfare to paid sustained work.



Multicultural & Youth.

Specialist cohort engagement.



Gender Equity.

Inclusive employment, designed into sourcing.

Every placement Kazi Konnect makes is tracked and reported – giving employers auditable evidence they can present to government clients, private developers, ESG auditors or their own boards with confidence.

Why Kazi Konnect Is Different

Ordinary labour-hire firms can supply bodies. Community programs can build trust but rarely deliver to commercial standards. Kazi Konnect is built to do both.

Community Trust

Genuine, established relationships in the communities projects need to reach – a sourcing channel competitors cannot easily replicate.

Employer-Facing Commercial Discipline

We understand mobilisation, productivity, site readiness and delivery pressure, and we operate to those standards without compromise.

Lived Experience & Cultural Intelligence

Real fluency in youth justice, migration and employment-barrier dynamics – applied commercially to keep workers engaged and performing.

Focus on Retention, Not Just Placement

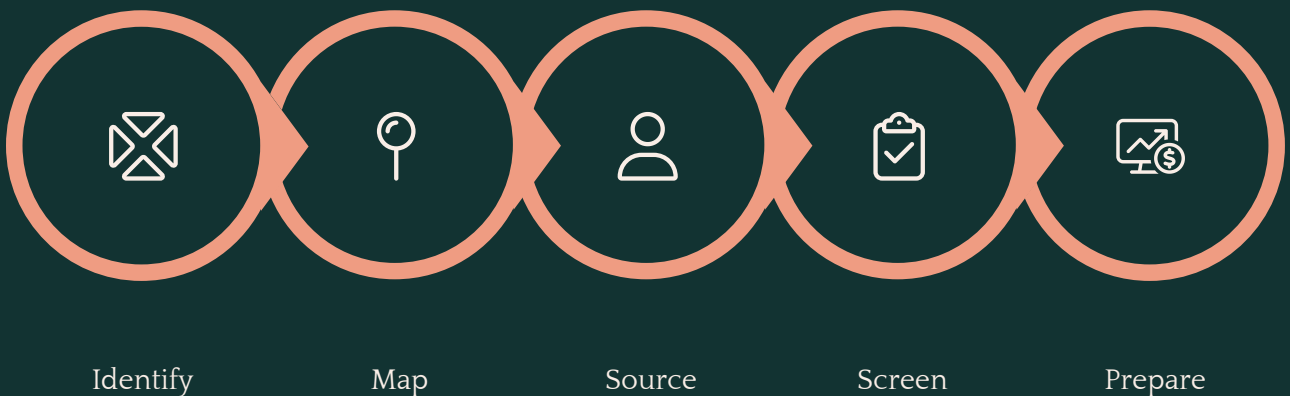
We are measured on workers who stay, progress and perform – not just on numbers placed. Transparent, auditable monthly data, not anecdotes.

Reinvestment into Community Prevention

Value flows back into mentoring, education and pathways – reducing risk factors through stable employment in the communities projects operate in.

Our Delivery Model

A simple, accountable workflow from project need to reported outcome — nine steps that take a workforce requirement from identification through to measurable social impact.



This end-to-end model ensures every worker who reaches site is prepared, every employer relationship is actively managed, and every outcome is captured in procurement-ready reporting.

Governance, Compliance & Social Impact Reporting

Compliance Framework

Kazi Konnect treats compliance as a precondition of working in the infrastructure sector, not an afterthought. Our controls include:



Labour-Hire Licensing

Victorian Labour Hire Authority licensing held and maintained.



WHS Policies

Safe-work practices aligned to each project's safety management system.



Right-to-Work & Police Checks

Verification of work entitlements and background checks for every worker.



Fair Pay & Award Compliance

Workers engaged in line with applicable awards and enterprise agreements.



Insurance

Public liability, workers' compensation and appropriate cover maintained.

Monthly Social Impact Reporting

Our reporting framework captures everything employers need to meet their workforce reporting obligations – government, private or ESG-driven:

- Number of workers placed and total hours worked
- Retention rate across the placement period
- Demographic participation across priority cohorts
- Youth employment and women placed into roles
- Multicultural and newly arrived community participation
- Workers transitioning into permanent or ongoing roles
- Training, tickets and qualifications completed
- Employer satisfaction scores
- Case studies of worker and project outcomes
- Community reinvestment delivered

☐ Reporting is designed to be auditable and procurement-ready, so the social value of a project can be demonstrated to government clients, private developers, ESG auditors or your own board with confidence.

Partnership Offer & Pilot Model

Kazi Konnect is seeking to partner with project employers across construction, infrastructure, resources, utilities and civil sectors – beginning with entry-level and support roles where workforce outcomes can be achieved without compromising safety, productivity or project delivery.

30

Workers

Pilot workforce size

3–18

Months Pilot

Initial engagement duration

Pilot Element	Detail
Partner	One or more infrastructure contractors
Scope	Defined entry-level and support role categories
Safety	Agreed induction and site-readiness process
Reporting	Monthly placement, retention and demographic reporting
Feedback	Structured employer feedback loop
Targets	Agreed retention and conversion targets
Outcome	A documented pathway to scale across further packages

We are ready to work within your existing systems, safety requirements and reporting structures – adding workforce capacity and measurable social value, not administrative burden.

Closing Statement & Contact

Australia's project pipeline will be judged not only on what gets built, but on who gets to build it. Kazi Konnect offers employers a practical way to meet both tests at once.

We bring commercial discipline, community trust and transparent reporting to the task of building inclusive, productive workforces. We are ready to partner with contractors, developers, agencies and employers of all kinds to turn workforce commitments into delivered outcomes – one mobilised worker at a time.

Supporting Documentation Available on Request

- Company profile
- Labour-hire licence details (as established)
- Insurance certificates
- WHS policies
- Candidate screening process
- Social procurement reporting template
- Community partner letters of support
- Union or industry partner letters
- Board / advisory governance profile
- Project mobilisation plan

Contact Us

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