



Capability Statement

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CAPABILITY STATEMENT



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**SINCE
1997**





Packer & Associates has been a trusted partner for businesses across Australia, helping them build capable workforces and create learning cultures.

With over 50 years of combined industry experience, our team delivers tailored solutions that drive business performance and foster productivity.

Innovative Approaches using the latest

eds using the latest

50+ Years
of combined expertise
in learning solutions

A night cityscape featuring a large green triangle overlay. Inside the triangle is a blurred image of a highway at night, with streaks of light from cars forming curves. The background shows city buildings with illuminated windows. A white diagonal stripe runs from the bottom right corner towards the center.

A night photograph of a city skyline, featuring several skyscrapers with illuminated windows. The scene is dark, with the lights from the buildings creating a grid-like pattern against a deep blue and black sky. In the foreground, the word "OUR" is printed in a large, bold, teal-colored sans-serif font.

A night photograph of a modern building facade. The word "FELIX" is prominently displayed in large, illuminated white letters on the left side of the building. Below the letters, there are several rectangular windows or panels that are also illuminated from within, creating a grid-like pattern. The building has a dark, angular design with a glass-enclosed section on the right. A small portion of a red sign is visible at the top left. The overall scene is dark, with the building's lights being the primary source of illumination.

10 of 10

A close-up shot of the illuminated 'X' logo on the side of the building. The letters are brightly lit against the dark night sky.

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As a family run business, our team is an extension of our family.
We treat our customers with the same care and honesty.



We love learning, breeding a culture of sharing knowledge and experience where learning is at the heart of everything we do.

Digitized by srujanika@gmail.com



We care about your business, your success is our mission and we are fully committed to helping you achieve your goals.

OUR

CKER AND A



BHP | FutureFit Academy

Packer & Associates partnered with **BHP** to develop an innovative accelerated trade curriculum for their Future Fit Academy in Mackay and Perth.

partnership supported BHP's commitment to create 2,500 new apprenticeships and apprenticeships over five years, with a focus on female recruitment.

developed comprehensive Heavy Diesel Fitter and Mechanical Fitter curriculums. We collaborated with government agencies, industry bodies, and BHP experts to create training pathways that replicated real BHP environments and work processes.

into learning pathways

Achieved 80% female representation among participants

Future Fit Academy programme transformed BHP's talent pipeline, graduates earning nationally recognised qualifications in half the national timeframe.

A close-up photograph showing the side profile of a person's dark hair on the left. In the center, a soccer ball is visible, showing its characteristic panels and stitching. The background is a plain, light color.

DETAILED

- The image is a collage of three distinct photographs. The top left is a close-up of two hands in a high-five. The bottom left is a wide-angle shot of a large stadium filled with spectators, showing a person running on the field. The bottom right is a group of young men wearing various sports jerseys, looking towards the camera.



The logo consists of the words "NORTHS", "DEVILS", and "ONG" stacked vertically in large, bold, dark blue serif letters. The letter "O" in "NORTHS" and the "O" and "G" in "ONG" are partially overlaid by a yellow silhouette of the state of Queensland. A stylized blue and yellow ram head is positioned at the bottom of the "O" in "NORTHS". To the right of the logo, the word "KEY" is visible in large blue letters, followed by a bulleted list of four items.

- The logo consists of the word "VILS" in large, bold, dark blue capital letters stacked above the word "ONG" in a similar style. To the right of the text is a stylized illustration of a ram's head in profile, facing right. The ram has a dark blue body with yellow outlines and highlights. Behind the text and the ram is a yellow silhouette of a hand with fingers spread wide, palm facing forward.

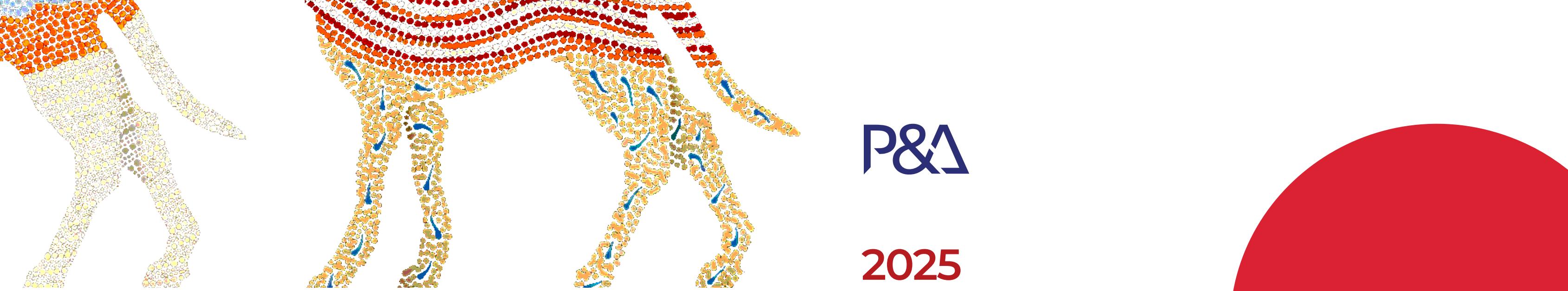
As Norths Devils' trusted partner, our Instructional Design team delivered impactful program enhancements and conducted thorough handover sessions, ensuring successful implementation of this community initiative supporting local youth.

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- Created interactive printed booklet for blended learning
 - Developed new visual elements
 - Delivered comprehensive trainer handover



KALWUN PEOPLE CAPABILITY



P&A

2025

Packer & Associates delivered leadership coaching for **Kalwun Development Corporation's Senior Services team**, strengthening capabilities within.

Our Approach

We implemented personalised coaching featuring individual DiSC Management Profiles and differentiated support plans. This included enhanced coaching for the Senior Services Manager and targeted development for team leaders, all delivered on-site with culturally informed practices respecting Kalwun's community-controlled structure.

Outcomes and Impact

The programme enhanced leadership capability, strengthened team dynamics, and improved service delivery for community members. Participants gained sustainable development tools that complemented Kalwun's cultural values, with the Chief Operating Officer noting "tangible difference to our Senior Services team" and "empowered our leaders to better serve our community."

KEY ACHIEVEMENTS

Coached five senior team members

Used DiSC Management Profiles to identify strengths and development areas

Provided differentiated coaching plans based on leadership level

Delivered on-site at Kalwun facilities

Maintained cultural alignment with community values

P&A

2017

tafe

Queensland

2017

Outcomes and Impact

The 'fast-track' programs gained immediate market uptake, delivering significant benefits to both TAFE Queensland and participants. Graduates acquired practical, industry-relevant skills such as processing lending applications and assessing creditworthiness. This initiative established a new revenue stream for TAFE while effectively addressing skills gaps for employers and accelerating career advancement for participants.

Packer & Associates

developed **TAFE Queensland's** first Fee-for-Service flexible learning Diploma/Certificate programs for employees seeking rapid certification in financial and management sectors.

P&A

2017

key achievements

- Pioneered TAFE's first Fee-for-Service flexible learning programs
- Specialised in Business, Accounting, Banking and Management
- Created accelerated pathways for working professionals
- Designed practical assessment instruments
- Ensured compliance with industry and government standards

P&A

2017

Rio Tinto ASSET MANAGEMENT CAPABILITY FRAMEWORK

Our strategic partnership with Rio Tinto delivered transformative results through the development and implementation of a comprehensive Global Asset Management Technical Framework.

Working closely with Rio Tinto's Technology & Innovation division, we designed and implemented a structured approach to asset management capability that aligned business objectives with employee development needs. The framework established clear standards for roles, competencies and development pathways across the organisation, fostering robust discussions around asset management excellence.

2013

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KEY ACHIEVEMENTS

- 50% reduction in training liability across Rio Tinto Iron Ore
- \$2.3 million in cost avoidance
- Approximately \$10 million in value through 1,800 hours of labour credit
- Successfully implemented across the entire Rio Tinto Group
- Created alignment between business requirements and employee development needs
- Established clear standards for asset management roles and capabilities
- Utilised emerging technologies to enhance learning strategies

Our framework supported effective asset management through engaged leadership, clear role definitions, capability development and improved communication—creating lasting value throughout Rio Tinto's global operations. 10

P&A

CERTIFICATIONS & ACCREDITATIONS

CERT IV
IN TRAINING
AND
ASSESSMENT

PROSCI
CHANGE
MANAGEMENT

DISC
ASSESSMENT

BACHELOR
OF ADULT
EDUCATION,
MANAGEMENT,
MARKETING, AND
ACCOUNTING

BACHELOR
(HONS) OF
GRAPHIC
DESIGN

P&A

OUR DIFFERENCE

Customised Programs

Tailored to meet specific client needs, ensuring relevance and practical application.

Diverse Expertise

Extensive experience across industries, including mining, energy, banking, healthcare, and more.

Innovative Approaches

Utilising emerging technologies like AI, VR, and AR to improve learning outcomes.

Commitment to Inclusion

Promoting diversity and inclusion, with significant female participation in our initiatives.

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