

Employer Information Pack

Hire school leavers, graduates and job seekers on independently verified skills

1. The entry-level hiring problem

Entry-level roles attract large numbers of applications that look alike. Resumes make the same unverified claims, school results are hard to compare, and a poor hire is costly. Recruitment agencies typically charge 15–25% of the first-year package.

2. The Exemplar solution

Every visible candidate has passed at least one independently verified Exemplar assessment. You see skills before identity, meet only the candidates you choose, and use interview time to assess fit rather than basic capability.

- Lower risk: proven baseline skills before you meet anyone
- Lower cost: a fraction of typical agency fees
- Fairer hiring: skills shown before full name or school

3. The five assessments

Numerical Reasoning (30 minutes); Communication, Comprehension and Spelling (30 minutes); Australian Workplace Culture (25 minutes); Ethics and Integrity (25 minutes); and Artificial Intelligence (AI) Workplace Readiness (three tiers, 25 to 35 minutes). Every candidate sits the same instruments under facial recognition identity checks, so results are directly comparable. Assessments are one tool to support your own selection; they do not guarantee job performance.

4. Introductory offer — until 31 December 2026

Register free. Preview every candidate's display name, suburb, education, verified scores, availability, interests and certifications. When you want to meet someone, request an introduction for \$847 including Goods and Services Tax (GST) — charged only if the candidate accepts. You then see their full profile and video and can message them through the platform. Their full name, contact details and resume are released when you make a job offer. If you hire that candidate, the \$847 is credited against the placement fee.

5. Membership and fees

Item	Fee	Includes
Introduction (non-members)	\$847 incl. GST	Charged only if the candidate accepts; credited against the placement fee on hire
Starter	\$297 a month incl. GST	5 introductions a month (roll over 3 months); for 1–2 hires a year
Professional	\$497 a month incl. GST	15 introductions a month (roll over 6 months); for 3–6 hires a year
Enterprise	\$897 a month incl. GST	Unlimited introductions; for 10 or more hires a year

Item	Fee	Includes
Placement fee (on hire only)	12% of first-year base salary plus superannuation, plus GST	90-day placement guarantee — one replacement

Example: \$60,000 base salary + \$7,200 superannuation = \$67,200. Fee 12% = \$8,064 + GST \$806.40 = \$8,870.40. An agency at 18% would charge \$12,096 (excluding GST) — on a \$60,000 salary you save over \$4,000 a hire.

Membership term: 12 months. We remind you at least 60 days before each renewal, with the fees for the next year; you can stop the renewal up to 30 days before the renewal date, or end your membership at any time with 90 days' written notice. Membership fees are fixed for each 12-month period. Invoices are payable within 14 days.

6. The 90-day placement guarantee

If a candidate you hire resigns, or is lawfully dismissed for poor performance or because illness or injury leaves them unable to perform the inherent requirements of the role, within 90 days of their start date, we will use our best endeavours to find one suitable replacement for the same role at no additional placement fee. The guarantee applies only where the placement fee has been paid in full by its due date. It is a replacement only; no refund is payable. Full terms are provided when you make an offer.

7. Candidates aged 16 and 17

Young candidates are visible only with parent or guardian consent. You must communicate with them only through the platform, hold interviews at your workplace, in a public place or online (a parent may attend), give any offer to the parent or guardian as well, and comply with all laws on employing young people. Our Child Safety Policy is at exemplartalentconnect.com.au.

8. Environmental, Social and Governance (ESG) impact

- Youth employment: each hire creates a verified school-to-work pathway
- Fairer hiring: objective, defensible selection criteria that reduce unconscious bias
- Indigenous-led business: Exemplar is led by Sylvana Livissianis, a Certified Practising Accountant (CPA) and seventh-generation Torres Strait Islander, supporting Indigenous procurement and Reconciliation Action Plan (RAP) commitments
- Aligned with United Nations Sustainable Development Goals 4, 8 and 10

9. Getting started

- Register your business — we verify your Australian Business Number (ABN), usually within 24 hours
- Sign the Employer Partnership Agreement
- Set your search criteria and start previewing candidates

Refer another business: when it joins and pays its first month, we credit one month of your membership fee.

Exemplar Talent Connect is a product of Exemplar Performance Advantage Pty Ltd, ABN 58 002 263 943, established 1981 · exemplartalentconnect.com.au · enquiry@exemplarpa.com.au · +61 2 9666 8766 · Version 2 · October 2026