



**SALTERA**  
TRAINING  
PRACTICAL QUALIFICATIONS

## CAPABILITY STATEMENT





# OUR ACCREDITATION UNDERScores OUR **COMMITMENT TO EXCELLENCE**



Nationally  
recognised

Established in 1999, SALTERA is a market-leading registered training organisation (RTO ID 7148) specialising in the Transport and Logistics, Driver, and Supply Operations sectors. Committed to bridging skill gaps and enhancing employability, we provide industry-driven training to empower individuals and organisations. Our accreditation underscores our commitment to excellence. As a customer-focused workforce training solutions partner, we constantly challenge the status quo to deliver quality and high-performance training.

***Choose SALTERA, the First Choice for those who value Excellence.***

## Purpose

At Saltera Training, our purpose is to “Shape and elevate the lives of individuals through quality training” and serve as a beacon of excellence in education and professional development within the Transport and Logistics, Driver, and Supply Operations industries. Guided by our commitment to empowering individuals and organisations, we strive to bridge skill gaps, enhance employability, and foster holistic growth.

As an accredited and recognised leader in training, we dedicate ourselves to delivering exceptional programs that enable our learners and partners to reach their highest potential. Saltera Training aspires to be the ultimate choice for those seeking transformative education, ensuring a brighter future for all.

## Mission and Vision

Our core mission revolves around the noble endeavour of bridging skill gaps and elevating employability through industry-driven training solutions. Our vision is to become the unparalleled destination for learners and enterprises seeking transformative education, embodying a steadfast commitment to fostering holistic growth.

## OUR FOOTPRINT

### AUSTRALIAN OWNED

With a renowned history spanning more than a 100+ years, Saltera Training offers a wealth of training expertise. We take immense pride in our Australian ownership and operation. Our extensive national presence equips us to provide customised training solutions that perfectly align with our Industry Partners specific needs, no matter where your business or project is situated. Our commitment to expanding our reach nationwide is a direct reflection of our robust industry partnerships, prominently showcased on the Australian map.





## OUR INDUSTRIES



Material Sourcing



Inventory Managing



Shipping



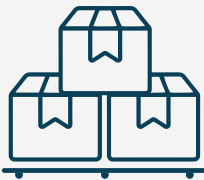
Warehousing



Fulfilling Orders



Delivey



Product Storage



Packaging



Distribution





## EXPERIENCE AND TRACK RECORD

# 160+

### INDUSTRY PARTNERS

Saltera has successfully partnered with more than 160 industry collaborators in Queensland and is now expanding its reach to a national level.

# 4000+

### TRAINING DELIVERY

We have provided training to over 4,000 individuals who are currently employed on client sites nationwide, spanning a wide range of professional and technical roles within the transport, logistics and supply operations sectors.

# 3+

### REGIONAL BRANCHES

Saltera currently maintains its presence in regional, rural, and metropolitan areas throughout Queensland and is actively exploring opportunities to expand its presence interstate as a part of its national strategy.

Saltera Training RTO stands acutely aware of the prevailing challenges within the contemporary employment landscape. Industries are grappling with a scarcity of skills and a persistent struggle to attract fervent apprentices and trainees. As a response, our commitment remains unshakable to upholding indispensable employment practices. These practices not only amplify the aptness of our apprentices and trainees but also fortify our adeptness in management, monitoring, motivation, mentorship, and retention.

Instrumental to our victory is the devoted corps of our quality Trainers and Assessors. These adept professionals work in tandem with your apprentices and trainees, offering unwavering support and counsel throughout their training journey. Our commitment extends to meticulous oversight of progress. Scheduled workplace assessments, including pivotal touchpoints tailored to what's best for all stakeholders, thereafter, form a scaffold of evaluation, we conduct training sessions/assessments to ensure the trajectory of your trainees and apprentices.

Ultimately, the fruits of our labour resonate in the elevated calibre of the workforce. Augmented completion rates for apprenticeships and traineeships culminate in a robust, highly skilled workforce. This becomes not just a boon to our institution but also a testament to the industries we serve. Noteworthy among these are esteemed clients such as Centurion, Mainfreight, Wagner's, Boral, and a constellation of associated organisations.

**At Saltera Training RTO, our commitment lies in nurturing talent, enriching skills, and steering individuals onto triumphant career trajectories. This commitment extends to our clients, where our refined methodology, unwavering principles, and steadfast support concurrently enrich the workforce of partners like Centurion, Mainfreight, Wagner's, Boral, and a host of affiliated organisations.**



# SERVICE DELIVERY

## TRAINING SUPPORT FRAMEWORK

Management, Monitoring, Motivation, Mentoring & Retention:

- Weekly tips and reminders on best practices
- 4-6 weeks site visits to fine tune the development of apprentice
- Training & Assessments to monitor progression and evaluate learning
- Rinse and repeat the cycle for duration of their qualification with reporting



**WEEKLY TIPS  
& REMINDERS**

stay ahead of the curve with our weekly tips for RTO success! Discover valuable insights, best practices, and the latest trends to elevate your training organisation on our platform.



**4-6 WEEKS  
SITE VISITS**

Optimise training delivery with essential on-site visits every 4-6 weeks. These in-person sessions are pivotal for fine-tuning methods, empowering students, and ensuring top-tier education, training, quality and compliance.



**TRAINING &  
ASSESSMENTS**

Training imparts knowledge and skills, while assessments evaluate learning outcomes, ensuring competence and guiding continual improvement. Crucial for monitoring apprentices' progress and fostering effective traineeship or apprenticeship journeys with their employers.



**TAILORED  
REPORTING**

A Quarterly Performance Appraisal is a structured review meeting between an RTO supervisor and an apprentice/trainee. It assesses progress, identifies strengths and areas for growth, and ensures alignment with training objectives, enhancing the overall learning experience.





# ACCREDITATION AND COMPLIANCE

## Accreditation and Recognition

Saltera Training is proud to hold accreditation under RTO ID 7148, endorsed by regulatory authorities. This accreditation serves as a testament to our unwavering commitment to maintaining the highest standards in training delivery, assessment, and continuous improvement.

We are a nationally recognised Registered Training Organisation (RTO) and proudly participate in the Skills Assured program. Additionally, our dedication to excellence is further demonstrated through our partnerships with several esteemed industry organisations, including the Queensland Trucking Association (QTA).

These affiliations underscore our mission to provide top-quality training and support to our learners and industry partners alike.

## KEY DISTINCTIVENESS:

### Pioneering Industry Focus

Saltera Training stands out as a pioneer in the realm of Transport and Logistics, Driver, and Supply Operations industries. Its courses are meticulously tailored to meet the exacting demands of these sectors, producing job-ready professionals equipped with specialised skills.

### Industry-Embedded Curriculum

All training programs are developed in collaboration with industry experts, ensuring the curriculum's seamless alignment with the latest practices and trends. This approach facilitates the rapid integration of learners into the workforce.

### Expert Facilitators

Saltera Training boasts a team of accomplished trainers and educators who possess extensive practical insights. This faculty bridges the gap between theoretical concepts and real-world applications, enriching the learning journey.

### Flexibility Redefined

Recognising the diverse needs of modern learners, Saltera Training offers versatile learning avenues, including in-person classes, online modules, and blended learning formats. This flexibility accommodates a variety of schedules and preferences.

### Tailored Corporate Training

Saltera Training's expertise extends to enterprises, providing customised training solutions to address specific skill gaps within their workforce. This personalised service enhances productivity, engagement, and overall organisational success.

### Cutting-Edge Facilities

The institution's state-of-the-art facilities create an immersive learning environment for in-person training. These well-equipped spaces enhance the overall learning experience and facilitate hands-on practice onsite or at our branches around SEQ.





## QUALITY ASSURANCE



### Co-Create

The initial step, 'Co-Create', involves assessing compatibility with the company's profile, values, vision and purpose to identify the propositions value.



### Design

Consistently delivering top-tier training, tailored to your specific business needs to enhance overall efficiency and productivity throughout your people and organisation.



### Deliver on Promise

Saltera Qualified means quality training every time, ensuring you of the highest quality and industry-leading training.



### Progress and Reporting

Our formalised onboarding process ensures seamless workforce integration available through online or blended delivery options. Track progress with ease using our digital platform.



### Management

Ongoing management training and administration, reducing concerns for your team. We prioritise completion and retention conducting quarterly check-ins to ensure the best realistic experience.





# SHAPING THE FUTURE OF THE TRANSPORT INDUSTRY

## DIVERSITY AND INCLUSION

### Program Overview

At Saltera, we are spearheading a transformation in the transportation sector, one that champions diversity and inclusivity. Our Diversity Driving and Supply Operations Program is more than just a strategy – it is a catalyst for sustainable change, dedicated to creating unprecedented opportunities for First Nation people and fostering a landscape of equality and empowerment.

### Championing Diversity and Breaking Barriers

We are committed to fostering a diverse and inclusive environment, significantly increasing the representation of First Nation people in the driving and supply operations sector. Our initiative stands to dismantle historical barriers that have hindered First Nation people from flourishing in the sector, laying a path for equal opportunities and inclusive growth.

### Cultivating Talent and Enhancing Industry Standards

Our program aims to develop a reservoir of proficient individuals through detailed skill development, mentorship, and clear growth pathways. This initiative is to revolutionise the industry by welcoming a variety of perspectives and skills, nurturing both individual growth and industry evolution.

### Building Role Models and Promoting Economic Empowerment

Participants will evolve to become role models, inspiring future generations while attaining economic stability through reliable employment and career advancement avenues.

### Community Engagement and Sustained Commitment

The program reaches beyond individuals, engaging with communities to foster collaboration and establishing a supportive network to aid the success of First Nation people in the transport and logistics industry. Our commitment to the long-term success of this initiative is steadfast, as we aim to foster perpetual growth and opportunities.

### Strategic Vision in Action

Guided by a strategic vision to empower, evolve, and advance society, this program demonstrates Saltera's forward-thinking approach to diversity, talent development, and transformative change in the transportation sector.

# DIVERSITY AND INCLUSION

## Program Objectives and Components

Our objectives are clearly defined, focusing on:



### Boosting Representation

Actively promoting the participation of women and First Nation people in driving and supply operations.



### Empowerment and Support

Creating a nurturing environment through mentoring programs and networking events, fostering a culture of support and growth.



### Skills Enhancement

Offering comprehensive training sessions covering a wide array of essential skills, from defensive driving to customer service, ensuring participants are well-equipped for success.



### Awareness and Outreach

Leveraging collaborations with community organisations and educational institutions to foster awareness and encourage a ripple effect in the sector.

To achieve these objectives, we're committed to working with Centurion by implementing the following:



### Recruitment and Onboarding

Introduce Centurion to a wide range of networks and contacts to attract candidates and by implementing targeted recruitment campaigns and personalised onboarding processes for First Nation hires, facilitating a smooth entry into the sector.



### Training and Development

Developing a tailored training curriculum to suit a range of learning styles, ensuring comprehensive understanding and skill development.



### Mentorship and Peer Support

Establishing mentorship opportunities and peer support groups to foster camaraderie and mutual growth.



### Visibility and Recognition

Celebrating the triumphs and milestones achieved by individuals in the program, to inspire others and foster a positive narrative around the initiative.



### Progress Tracking and Evaluation

Utilising key performance indicators to monitor the program's progression, ensuring it adapts to meet changing needs and continues to foster positive outcomes.

Through the Diversity Driving and Supply Operations Program, Saltera is not just setting a new standard in the transportation industry; we are nurturing a community grounded in empowerment, equality, and innovation. Our commitment promises quality training every time, steering the industry towards a future that is not just diverse, but inclusive and rich with opportunities for Women and First Nation people.



# CORE COMPETENCIES

Code	Title	Usage Recommendation	Extent	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
BSB30120	Certificate III in Business	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
BSB40520	Certificate IV in Leadership and Management	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
TLI30321	Certificate III in Supply Chain Operations	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
TLI31222	Certificate III in Driving Operations	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
TLI31222A	Certificate III in Driving Operations Heavy Vehicle	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
10747NAT	Advanced Diploma of Applied Blockchain	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
10849NAT	Diploma of Applied Blockchain	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓
10991NAT	Diploma of Applied Blockchain Merging Machine Learning and Artificial Intelligence	Current	Deliver & assess	✓	✓	✓	✓	✓	✓	✓	✓



# CLIENT TESTIMONIALS



*We selected Saltera training to partner with us to deliver an extensive range of training programs for Lloyds. Saltera has a reputation for delivering a quality education service for businesses and for the individual trainees, it directly educates as part of the programs Saltera delivers at Lloyds. Saltera's trainers exhibit true caring for our team member trainees, and it shows in the results and the completion performance. Saltera is outcomes-focused and clearly believes that those outcomes are achieved by delivering well-designed training courses and modules by competent and caring trainers. I have no hesitation in recommending Saltera for their professionalism, experience, and training results.*

**- Lee Hames**

Chief Operating Officer, Lloyds Auctioneers and Valuers



*Training is incredibly important to the futureproofing of Centurion's workforce, particularly through on-site, role-relevant traineeships and Saltera have proven themselves to be a training organisation that operates with integrity, flexibility and industry currency. We are incredibly excited to continue the solid relationship we have with Saltera, and it is because of this and the above stated that I have no hesitation in recommending Saltera's service to any other organisation that puts a premium on developing their people through tangible training solutions."*

**- Paul Abbottt**

Training and Development Manager, Centurion



*Our collaboration with the Saltera team started in October 2021 and soon saw them commence 40 new employees of ours in Mackay, Queensland on Certificate III level traineeships. The level of training provided on-site and contextualised to our operations by trainer Ian along with the standard of coordination and collaboration from the broader Saltera team was of the highest level. Because of this, there was no hesitation in expanding Saltera's delivery of traineeships to other Centurion branches in Queensland.*



*Saltera training has been great to deal with from commencement. RTO is well run, and they have very knowledgeable and flexible trainers that put their students and our staff first. We have seen the benefits from training within the workplace and staff have been able to evaluate the way they work and improve our already established work systems & procedures.*

**- Daniel Shane**

People and Safety Manager,  
Blackhops Brewery





## Impact and Trajectory

Throughout its operational history, Saltera Training has played a pivotal role in equipping individuals with the skills essential for success in the Transport and Logistics, Driver, and Supply Operations industries. By continually refining its course offerings and embracing innovative instructional approaches, the institution aims to amplify its positive impact on learners, industries, and the community.

Saltera Training, operating under RTO ID 7148, stands as a venerable beacon of transformative education and skill advancement. With its unwavering commitment to industry alignment, adaptable learning, and learner triumph, it emerges as an unwavering partner for those striving to unlock unparalleled excellence in the Transport and Logistics sectors.

