

Tonkin's Recruitment & Retention in Mining

8
LEARNING
OBJECTIVES

**Practical answers to the skill and people shortage
affecting the mining industry**

Accessing Overseas Labour * Developing a Global Strategy * Indigenous Employment
* Women In Mining * Youth In Mining * Shaping Your Company's Image * Training Initiatives
* Australian Workplace Agreements

28th – 30th November 2007 * Stamford Plaza, Brisbane

8 LEARNING OBJECTIVES

Attract more women to mining with the Office For Women's "Women in Hard Hats" initiative

See how three major universities, across three states, have combined to **promote mining as a career** to high school graduates

Understand how Thies became a **prominent brand**, inside and outside of mining circles. **The Thies evolution from The Face Australia**

Learn effective overseas recruitment with *Live In Australia.com's* guide to 457 visas

Discover how **Boart Longyear** recruits from overseas

Find out how local councils are **creating positive environments** for mining families

Look at how smaller companies can **avoid poaching** and compete with larger companies to recruit and retain superior employees

Develop flexible rosters to encourage employee satisfaction and increase retention rates

HEAR FROM LEADERS IN THE INDUSTRY...

- **Merv Saltmarsh**, *Regional HR Manager Asia Pacific*, **Boart Longyear**
- **Rebecca Wells**, *Manager Human Resources*, **CVRD Australia**
- **Ferdie Kruger**, *Human Resources Manager*, **Leighton Mining**
- **Sarah Seckold**, *AV/Principal Program Officer*, **Women in Hard Hats**
- **Karin Finsterle**, *Director*, **Office for Women**
- **Ken Gouldthorp**, *Chief Executive Officer*, **Mackay City Council**
- **Dr Basil Beamish**, *Senior Lecturer Mining Engineering*, **University of Queensland**
- **David Brereton**, *Professor and Director, Centre for Social Responsibility in Mining*, **University of Queensland**
- **Andrew See**, *Barrister at Law*, **Queensland Bar**
- **Adam Shay**, *Managing Director*, **The Face Australia**
- **Jenny Krazny**, *Organisational Psychologist*, **Prospect Consulting**
- **David Brock**, *Management Consultant*, **Prospect Consulting**
- **Steve Casey**, *Director*, **Hand Eye Communication**
- **John Martin**, *Principal Consultant*, **Retention Solutions**
- **Jim Huemmer**, *Consultant*, **Shiftwork Solutions**

plus

**DON'T MISS THE
ESSENTIAL WORKSHOP!**

30th November, 2007

**Using culture as a an attraction
and retention strategy**

Led By:
Jenny Krasny, *Organisational Psychologist,
Prospect Consulting*

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Tonkin's Recruitment & Retention

Practical answers to the skill and people shortage

DAY ONE - 28th NOVEMBER 2007

- 8:30 Registration
- 8:50 Opening remarks from the Chair
- 9:00 **QUEENSLAND GOVERNMENT INITIATIVES TO AID THE MINING INDUSTRY**
- Outline of the "Women in Hard Hats" initiative, designed to attract women to the mining industry
 - Practical steps companies can take to make the mining industry a more attractive option to women, recruiting and retaining quality female staff
- Karin Finsterle**, Director, Office for Women
Sarah Seckold, A/Principal Program Officer, Women in Hard Hats
- 9:40 **ENCOURAGING YOUTH TO VIEW MINING AS A CAREER**
- Attracting youth to a career in mining with *Mining Education Australia*, an initiative involving Queensland, NSW and Curtin Universities
 - Facing the facts and figures - how many people are enrolling in mining and resource based courses
 - Demonstrating the numbers mining companies will have to choose from in the future
 - Detailing the roadblocks that exist in attracting young people to a career in the mining industry
 - How the three major mining Universities have joined forces to continue to attract young people to a career in mining
- Dr Basil Beamish**, Senior Lecturer Mining Engineering, University of Queensland
- 10:20 Morning Tea
- 10:50 **ASSESSING THE ROLE OF AUSTRALIAN WORKPLACE AGREEMENTS IN TODAY'S MINING INDUSTRY**
- Will Australian Workplace Agreements benefit your business?
 - Understanding how to implement an Australian Workplace Agreement to suit your business
 - Considering how Australian Workplace Agreements can be used to benefit the employer and employee equally, ensuring employees remain satisfied without compromising company requirements
- Andrew See**, Barrister at Law, Queensland Bar

11:30

CASE STUDY

EVOLVING THE THIESS BRAND WITH THE FACE AUSTRALIA

- Strategic Planning – the EVP process
 - Creating a compelling message
 - Integrating across the company
 - Meaningful results
 - How the *Thiess* brand continues to work for the company
- Adam Shay**, Managing Director, The Face Australia

12:10

Luncheon

1:10

PANEL DISCUSSION

RECRUITMENT AND RETENTION STRATEGIES

A forum to discuss and examine strategies to find and keep quality employees

- Looking to the future – ensuring the mining industry has enough personnel to embrace the resources boom
- Panellists include:

Ferdie Kruger, Human Resources Manager, Leighton Mining
Rebecca Wells, Manager Human Resources, CVRD Australia
Additional panellists to be advised

2:10

BRANDING YOUR COMPANY TO ACHIEVE MAXIMUM EXPOSURE

- Maximising recruitment and retention through branding
 - Using your brand to your greatest advantage
 - In depth examples of brands which work
- Steve Casey**, Director, Hand Eye Communication

2:50

Afternoon Tea

3:20

CASE STUDY

USING OVERSEAS LABOUR TO OVERCOME CURRENT SKILL SHORTAGES

- Why overseas labour is a sound and balanced strategy to current skill shortages in the industry
 - How we went about recruiting from overseas
 - Challenges we faced and how we managed them
 - How this approach aligns with our global strategy and business plan
 - "Grow our own" alignment with this strategy
 - Global Business - Global Strategy
- Merv Saltmarsh**, Regional HR Manager Asia Pacific, Boart Longyear

4:00

Closing remarks from the Chair

4:10

Close of Day One

DAY TWO - 29th NOVEMBER 2007

- 8:50 Opening remarks from the Chair
- 9:00 **OVERCOMING LENGTHY VISA APPLICATION PROCESSES WHEN RECRUITING OVERSEAS LABOUR**
- How to approach overseas labour as a solution to current skill shortfalls
 - Common reasons for delay in visa application approval
 - Minimising visa processing times, ensuring the time between employing and drawing value from overseas recruited employees is a minimum
 - Steps your company can take to help avoid delay and gain maximum value for your investment in overseas labour as fast as possible
 - Addressing employer requirements relating to 457 visas
- Senior Representative**, liveinaustralia.com
- 9:40 **COMPETING WITH LARGER CORPORATIONS TO REDUCE "POACHING" OF STAFF**
- Why smaller corporations believe they can not compete with their larger counterparts
 - Practical strategies to make your company more attractive and foster staff loyalty
- Jenny Krasny**, Organisational Psychologist, Prospect Consulting
David Brock, Management Consultant, Prospect Consulting
- 10:20 Morning Tea
- 10:50 **THE IMPACT OF ROSTERS ON EMPLOYEE ATTRACTION AND RETENTION**
- Which rosters are best suited for improving employee attraction and retention
 - What are the impacts of different roster structures
 - Roster choices and decisions for residential and long distance commute mine sites
 - Other business, employee and health/safety considerations
 - Current trends for roster criteria and design
 - Advantages of using a process for roster design and implementation
- Jim Huemmer**, Consultant, Shiftwork Solutions

ntion in Mining

affecting the mining industry

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* Stamford Plaza, Brisbane

11:35 **LOCAL INFRASTRUCTURE TO SUPPORT THE MINING INDUSTRY'S EMPLOYEE BOOM**

- The relationship between Mackay and the mining industry
- Using a major city as a base for mining families to ensure employee lifestyle is maintained, thereby increasing retention rates
- Current projects to assist in providing a positive environment for mining employees who utilise Mackay as a base
- Future projects for the betterment of Mackay as a regional support city

Ken Gouldthorp,
Chief Executive Officer,
Mackay City Council

12:10 Luncheon

1:10 **"IN HOUSE" TRAINING**

- A forum to discuss training employees in house as a solution to current skill shortages
- The effectiveness of "on-the-job" training
- Widening the available workforce by training employees in house
Panellists to be advised

2:10 Afternoon Tea

2:40 **DRAWING FROM LOCAL INDIGENOUS COMMUNITIES FOR YOUR WORKFORCE**

- Why indigenous communities are a relatively untapped resource to fill current skill shortfalls
- Unlocking the potential of indigenous communities as a viable solution to the industry's need to increase their workforce
- Providing opportunities to attract the "right" people
- Programs to assist in strategies to recruit from the Aboriginal Community

3:20 **RETENTION OF YOUR KEY STAFF**

- Developing and designing programs to assist in effective staff retention
- How to identify your key staff & the case for differentiated HR policies to retain them
- Have you measured your retention risk?
- What would a retention strategy look like – if I had one?
- Understanding the mindsets of your staff
- The holy grail – job satisfaction, organisational alignment & discretionary effort

4:00 Concluding remarks from the Chair

4:10 Close of Conference

DAY THREE - 30th NOVEMBER 2007

WORKSHOP

Using culture as a an attraction and retention strategy"

Benefit in attending this workshop

- **Discover how culture affects the employees you attract to your organisation and how to keep these employees as effective team members of your organisation**
- **Explore practical strategies for integrating culture with your retention strategies to manage the talent in your organisation**

Workshop Agenda

8:30 Registration

9:00 **Why Culture? Why does it matter?**

- How culture works – revealing why the desired culture doesn't reflect reality
- Exploring the mechanisms within your organisation that hinder a positive culture
- Understanding the structures which negatively impact on your people and their performance

10:30 Morning Tea

10:50 **Attraction & Retention**

- Articulating the need for talent management
- Distinguishing attraction, recruitment and retention – what attracts employees is not what necessarily retains them
- What attracted you to the industry and keeps you in the industry? What destroys talent in your industry?
- Creating a strategy to attract and retain our best talent and investigating what cost effective measures can be put in place

12:30 End of Workshop

About Your Workshop Leader

Jenny Krasny, *Organisational Psychologist,*
Prospect Consulting

Prior to joining Prospect, Jenny pursued a successful career in the music and education industry where she was involved in business start-ups and people development.

Jenny is currently involved in organisational change management, performance management, leadership coaching and development, with a passion for assessing and positively impacting organisational cultures and climates.

Jenny specialises in:

- Building high performance, effective and people-centred cultures
- Working effectively with people from all layers and areas of an organisation
- Individual coaching and team development
- Leadership enhancement
- Implementing successful and enduring organisational change initiatives
- Industries - mining, manufacturing, energy and engineering

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DATE & VENUE

28th – 30th November 2007
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