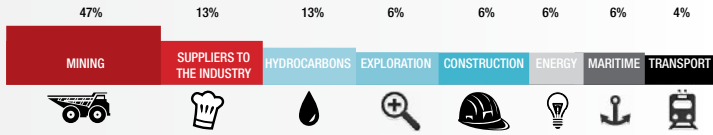


AMMA SKILLS CONNECT 2013 SURVEY RESULTS

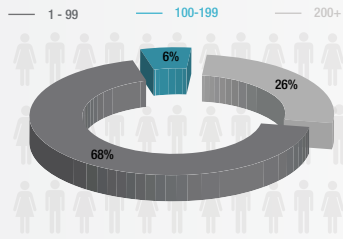


SKILLS CONNECT

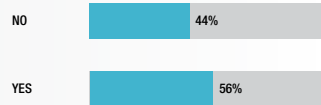
COMPANIES SURVEYED OPERATE IN THE FOLLOWING SECTORS:



OVER 2/3 OF COMPANIES EMPLOY LESS THAN 100 STAFF



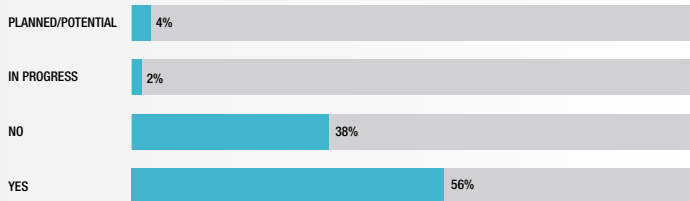
MORE THAN 50% OF THESE COMPANIES ARE ABLE TO FULLY SOURCE THEIR WORKFORCE DOMESTICALLY



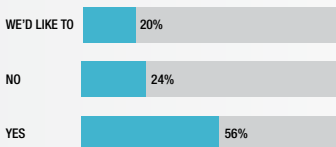
AS EXPECTED WA AND QLD HAVE THE LARGEST NUMBER OF PROJECTS



OVER HALF OF THE SURVEYED COMPANIES HAVE PROJECTS OUTSIDE OF AUSTRALIA



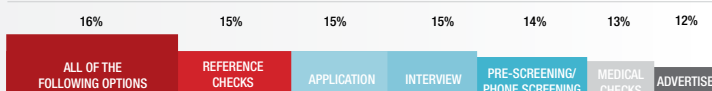
OVER 1/2 OF THE COMPANIES HAVE A DIVERSITY POLICY



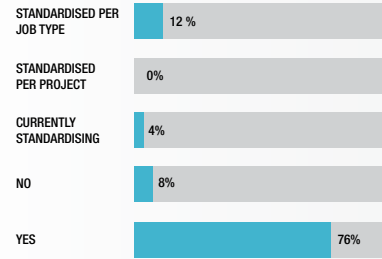
HIGH IN DEMAND ROLES IN INDUSTRY AT THE MOMENT:
Various engineering roles, HSE advisors, IR professionals, electricians, welders, project managers, trade based roles, fitters

DECLINING ROLES IN INDUSTRY AT THE MOMENT:
Supervisors, geologists, drillers

COMMON IN-HOUSE RECRUITMENT PROCESSES COMPRISE OF:



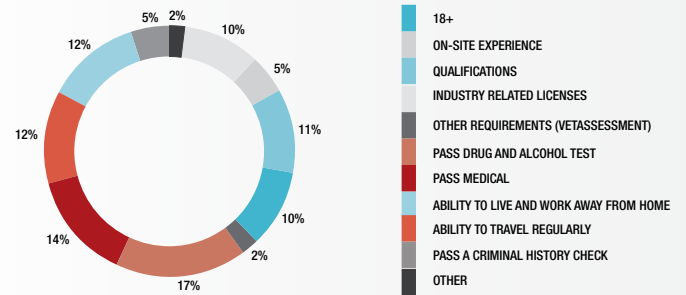
3/4 OF THE COMPANIES SURVEYED USE A STANDARD RECRUITMENT PROCESS



COMMON COMMUNITY ACTIVITIES INCLUDE:
Most common answers:
- Charity fund raisers
- Sponsorships
- Donations
- NAIDOC activities

ON AVERAGE THE RECRUITMENT COST PER BLUE COLLAR ROLE WAS:
\$6371

ACCORDING TO COMPANY POLICY, JOB SEEKERS NEW TO THE MINING, RESOURCES AND CONSTRUCTION INDUSTRIES NEED THE FOLLOWING TO GAIN EMPLOYMENT:



MOST COMPANIES DO NOT HAVE A SOCIAL IMPACT MANAGEMENT PLAN (SIMP)



PEOPLE WHO ANSWERED THIS SURVEY ARE MOSTLY:

- HR MANAGERS
- GENERAL MANAGERS
- DIRECTORS
- PEOPLE/CAPABILITY AND CULTURE MANAGERS
- PROJECT MANAGERS
- SITE MANAGERS

50% OF COMPANIES FIND IT DIFFICULT TO RETAIN THEIR SKILLED AND EXPERIENCED STAFF IN WHITE COLLAR ROLES



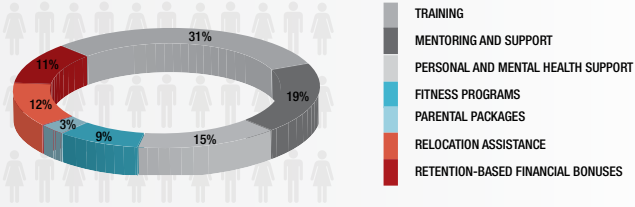
OVER 3/4 OF COMPANIES KNOW THEIR WHITE COLLAR ATTRITION RATE



ALMOST ALL OFFER A PROFESSIONAL DEVELOPMENT AND ASSISTANCE PROGRAM TO THEIR STAFF



THE PROFESSIONAL DEVELOPMENT, ASSISTANCE OR INCENTIVE PROGRAMS OFFERED TO STAFF INCLUDE:



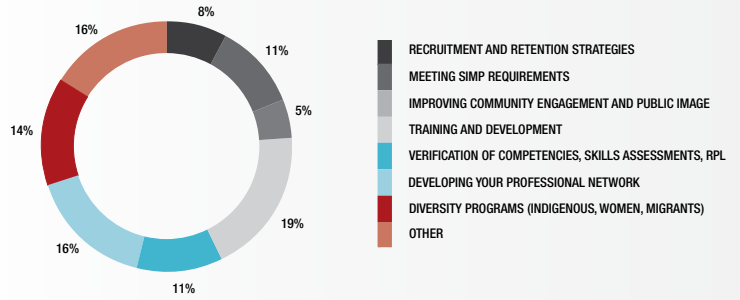
SOME COMPANIES FIND IT DIFFICULT TO RETAIN THEIR SKILLED AND EXPERIENCED STAFF IN BLUE COLLAR ROLES



NEARLY 3/4 OF COMPANIES KNOW THEIR BLUE COLLAR ATTRITION RATE



AMMA MEMBER COMPANIES INDICATED THEY WOULD LIKE ASSISTANCE IN THE FOLLOWING AREAS:



A LARGE NUMBER OF MEMBERS HIRE NEW ENTRANTS



OVER HALF OF THE COMPANIES HAVE A DEDICATED WORKFORCE PLANNING PROFESSIONAL

