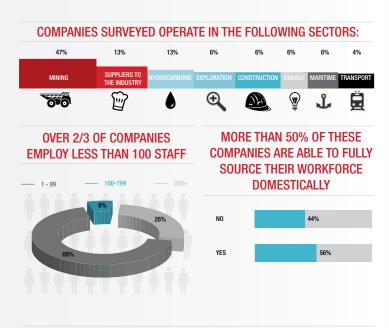
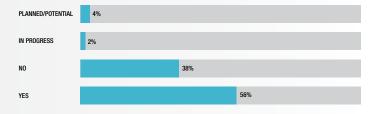
AMMA SKILLS CONNECT **2013 SURVEY RESULTS**



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

20%

24%

56%

WE'D LIKE TO

NO

YES

HIGH IN DEMAND ROLES IN INDUSTRY AT THE MOMENT: rious engineering roles, HSE advisors, IR ofessionals, electricians, welders, project inagers, trade based roles, fitters Va DECLINING ROLES IN INDUSTRY AT THE 27 MOMENT Supervisors, geologists, drille

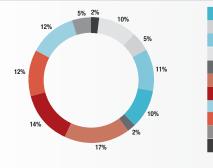
COMMON IN-HOUSE RECRUITMENT PROCESSES COMPRISE OF: 16% 15% 15% 15% 14% 13% 12% REFERENC CHECKS ALL OF THE FOLLOWING OPTIONS APPLICATION INTERVIEW PRE-SCREENING ADVERTISE



SKILLS CONNECT

COMMON COMMUNITY 3/4 OF THE COMPANIES SURVEYED USE Ĭ ACTIVITIES INCLUDE: A STANDARD RECRUITMENT PROCESS Most common answers: - Charity fund raisers STANDARDISED PER - Sponsorships 12 % - Donations NAIDOC activities STANDARDISED PER PROJECT 0% CURRENTLY 4% STANDARDISING \$ ON AVERAGE THE RECRUITMENT COST PER BLUE COLLAR ROLE NO 8% WAS: \$6371 YES 76%

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



18+ ON-SITE EXPERIENCE QUALIFICATIONS INDUSTRY RELATED LICENSES OTHER REQUIREMENTS (VETASSESSMENT) PASS DRUG AND ALCOHOL TEST PASS MEDICAL

ABILITY TO LIVE AND WORK AWAY FROM HOME ABILITY TO TRAVEL REGULARLY PASS A CRIMINAL HISTORY CHECK OTHER

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 BOLES

50% 50% NO VES	MOST COMMON ISSUES: • Reluctance to FIFO • Certain high in demand roles • Competitive Salaries • High paying roles • Industry conditions • Work and Living Environment
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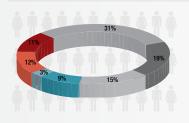
OVER 3/4 OF COMPANIES KNOW THEIR WHITE COLLAR ATTRITION RATE



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

0% 95% WE'D LIKE YES

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



TRAINING MENTORING AND SUPPORT PERSONAL AND MENTAL HEALTH SUPPORT FITNESS PROGRAMS PARENTAL PACKAGES RELOCATION ASSISTANCE RETENTION-BASED FINANCIAL BONUSES

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



YES 90% X NO 10%

OVER HALF OF THE COMPANIES HAVE A DEDICATED WORKFORCE PLANNING PROFESSIONAL

DON'T KNOW	17%
NO	22%
YES	61%