



Resource sector projects to venture beyond traditional recruits

In a resource industry first, a number of mining projects in Queensland are about to launch a major on-line survey to determine the level of interest from trainees, semi-skilled, female and Indigenous participants, together with those already working in the industry for fly in, fly out opportunities from Brisbane.

The Resource Channel, an employment information website for the Australian resource sector, is conducting the survey on behalf of several Queensland resource projects at different stages of approvals.

In a significant departure from traditional recruitment approaches, major mining projects are seeking job market feedback ahead of time to better plan to meet workforce expectations and challenges. The projects are also unique in that they are mainly targeting entry level candidates, including a high number of women.

Jody Elliott, Director of The Resource Channel believes the survey is a significant improvement in recruitment and job market engagement.

"Currently, women make up only 13% of the resources industry workforce and they represent just over 3% of all employees at mine sites," Ms Elliott said.

"We receive hundreds of emails weekly from frustrated job seekers who read about the thousands of jobs being generated by the industry, but cannot find where these jobs are and how to obtain one. Essentially, the survey enables those seeking to enter the industry, or already working in it, the opportunity to tell the industry who they are, together with the type of employment, rosters and work conditions they are looking for."

Ms Elliott also explained that those completing the survey will have the option of submitting their contact details. If and when projects are approved, survey respondents will be advised and invited to release their details for subsequent consideration for job opportunities. "The projects concerned are quite serious about converting those who complete the survey to candidates", she said.

Traditionally, organisations move through the approvals process of projects and then launch a recruitment drive without first understanding the availability of skills to meet their needs. "The survey will enable a number of projects in Queensland to better plan the people component of their project requirements, recruitment strategies, training programs, rosters and FIFO arrangements in readiness for project approval", Ms Elliott said.

The survey is available at www.theresourcechannel.com.au from 26 July to 26 August 2010.

For further information please contact:

Jody Elliott, The Resource Channel
Phone: 0419 168 250
Email: jody@theresourcechannel.com.au

Platform Communications
Phone: (08) 6467 7640
Email: platform@platformcommunications.com.au
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