



The Chamber of Minerals and Energy of WA

# Smart Workforce Planning

Presented by Reg Howard-Smith

Chief Executive Officer

4 August 2010



# Industry Vision and CME



To lead the world in sustainable practice through innovation and underpin Australia's position in the global economy.

CME's role is to:

- Lead policy development
- Promote value of sector
- Represent member views
- Facilitate collaboration



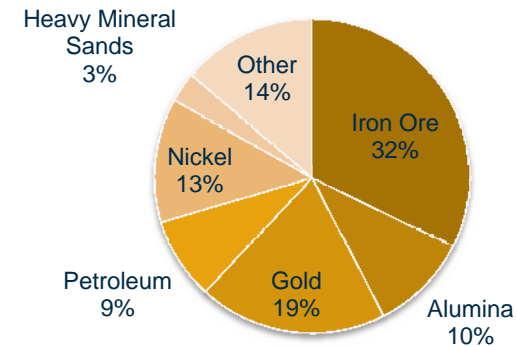


# The Western Australian Resources Sector

In 2009, Western Australia's resources sector accounted for:

- \$61 billion in production value
- \$3.9 billion\* in mineral + petroleum exploration
- 85% of the State's merchandise export income
- \$2.8 billion in State royalties
- Mining component of WA GSP: 27%

Minerals and Petroleum Employment 2008-09



Source: DMP and Petroleum Producing Companies

Source: \* 2008/9 data, Department of Minerals and Petroleum  
Department of Minerals and Petroleum website: March - May 2010



# New resource projects in Western Australia

Gas & LNG:	8 projects, \$114 billion
Iron ore:	16 projects, \$ 37 billion
Processing:	3 projects, \$ 7 billion
Port/rail/water	2 projects, \$ 5 billion
Oil:	3 projects, \$ 4 billion
Other minerals:	3 projects, \$ 3 billion
Power:	3 projects, \$ 2 billion

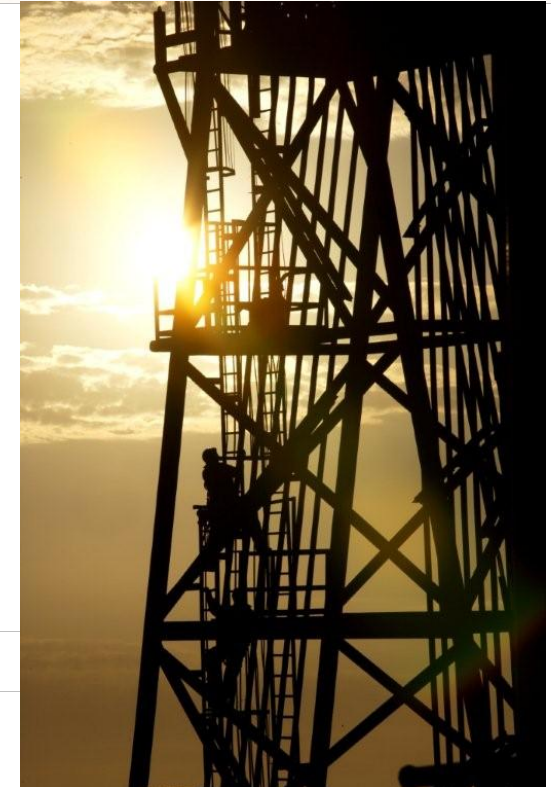


Photo courtesy of Woodside Energy Ltd

Department of Mines and Petroleum, April 2010



# Employment

- Direct employment of approximately 76,000
- Direct and indirect employment of approximately 250,000
- Over the period 2001-02 to 2007-08, the resources sector added 90,570 jobs across the WA economy\*

\* Department of Mines and Petroleum 2009





# Skills Shortage

- Substantial growth in WA will return in the medium to long-term
- Continued pressure on labour supply
- Employers currently experiencing difficulty filling specific job roles

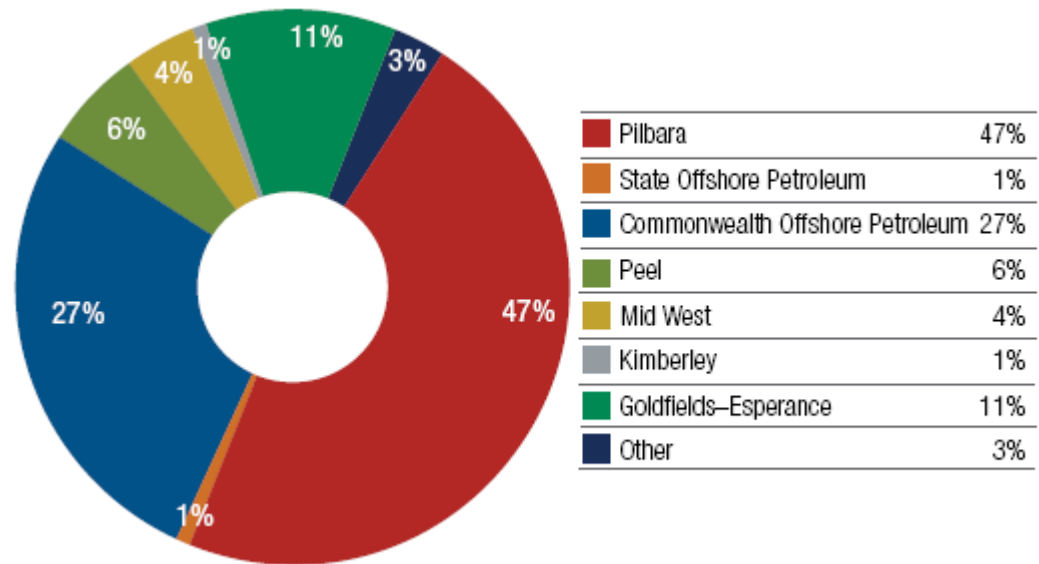




# Mining in the Peel Region

In 2009 the Peel Region accounted for:

- 27% Gross Regional Product
- 26 Royalties for Regions projects totalling \$3.5 million
- \$3.6 billion, or 6%, of State's production value
- \$66 million in royalties payments from alumina
- 1,799 people, or 5.2% of Peel region workforce, directly employed in mining



Source: \* 2008/9 data, Department of Minerals and Petroleum

Department of Minerals and Petroleum website: March - May 2010

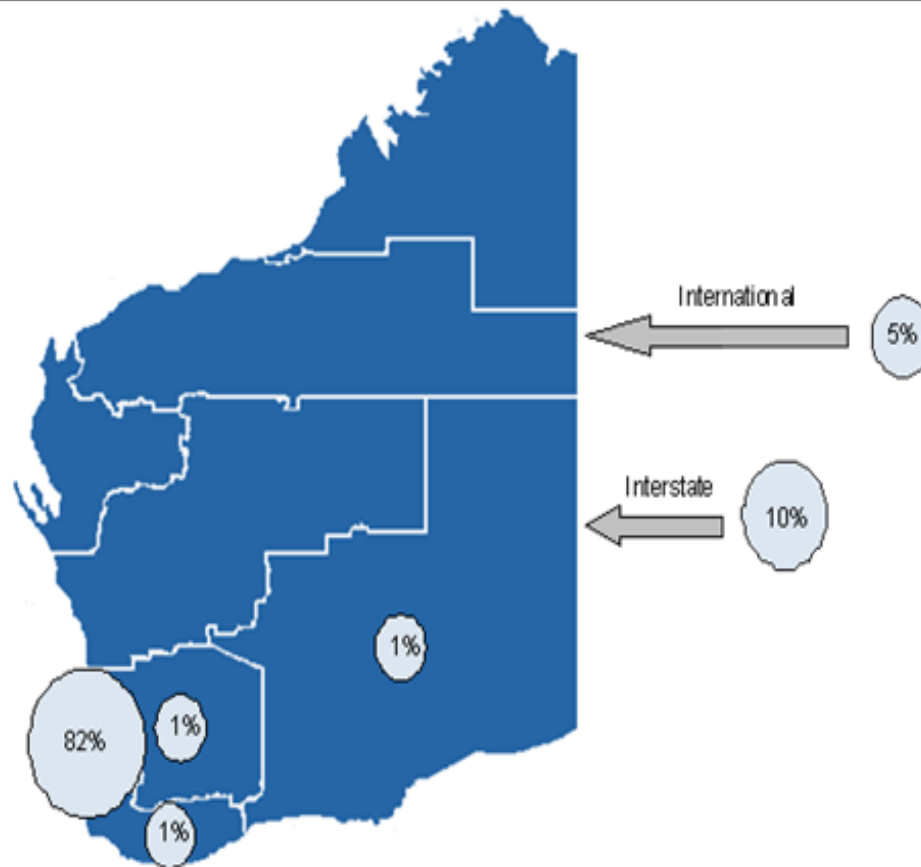
04.08.2010

[www.cmewa.com](http://www.cmewa.com)



# Fly In Fly Out (FIFO)

Origin of FIFO workers in 2008







# Three Pillared Approach

CME has adopted a three pillared approach to deliver the industry's vision:

- Ensuring a trained, skilled workforce is developed and maintained
- Increasing the participation of under represented groups including women and Indigenous people
- Ensuring access to a skilled migration system





# Resources Industry Training Council

A joint venture between the Chamber of Minerals and Energy and the Australian Petroleum Production & Exploration Association aiming to:

- Develop a workforce development plan for the WA resources industry
- Promote apprenticeships and training to industry – including barriers to the employment and training of trainees and apprentices in the sector and the identification of strategies to increase numbers
- Advise state and commonwealth governments on training needs and priorities for public funding
- Establish or vary apprenticeships and traineeships to suit industry
- Assist in the development and review of training packages



# Career for ME Initiative

[www.peopleforthefuture.com.au](http://www.peopleforthefuture.com.au)

- Career Expos
- Unearthing Careers in Resources Conference
- Teacher/Student Tours
- eNewsletter (New)
- Speakers Bureau (Coming Soon)





# Resourceful Schools Project

- Creates a relationship with a select group of 'lighthouse' schools across metropolitan, regional and remote WA
- Promotes career opportunities
- Improves school to work transition for young people
- Contributes to addressing skill shortages faced in the resources sector



# Women in Mining

- The Women in Resources Awards
- The development of a Women in Resources web page
- CME Attraction and Retention of Women in the WA Resources Sector Report implementation
- Industry's initiatives, i.e. Alcoa Women in Mining



# Indigenous People in Mining

- Launch of an Indigenous Advocacy Document in August 2010
- CME Aboriginal Networking Group
- Industry Initiatives e.g. Boddington Gold Mine Indigenous Employment Program



# Immigration

- CME is advocating for:
  - Development of WA skilled migration strategy
  - Federal skilled migration system that is efficient and responsive to industry needs
  - Provision of adequate social infrastructure to support growing population
- Overseas versus interstate migration rates
- Industry Outreach Officer



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