

Employer Success Story

Resources & Infrastructure CADIA VALLEY - ATTRACTING APPRENTICES



Newcrest's Cadia Valley Operations

Industry:

Mining - Gold & Copper

Location:

Orange, New South Wales

No. of Employees:

Approximately 600

www.newcrest.com.au

Human resource strategy

The Cadia Valley Operations is the largest gold and copper producer in New South Wales. It's also one of the largest gold producers in Australia.

The site is located 25 km from Orange in New South Wales's Central West and provides full time employment for over 600 employees and 200 to 250 full time equivalent contractors.

Over their lifetime, these operations will produce on average some 650,000 ounces of gold and 50,000 tonnes of copper annually.

The vast majority of employees - around 350 - operate the equipment and plant used to mine and process the ore. They are supported by 75-80 tradespeople and a range of supervisory, professional and administrative staff. Maintenance of the open pit mining fleet is contracted out.

As Allan Jones, manager of safety and support services at the Cadia Valley Operations explains it:

"The capacity to attract, develop and retain a skilled workforce is essential to the long term success of our operations at Cadia Valley and the mining industry in general.

We literally grow our own future tradespeople and professionals through our scholarship, apprenticeship and graduate programs. It's a key element of our human resources strategy."

Objectives

Due to the size of the existing operations plus the potential for growth and skills shortages, Newcrest is investing in its long term future. The company is also investing in skilled personnel required to take these operations forward by adopting a comprehensive multi-pronged skilling strategy which includes:

- Apprenticeship recruitment and retention
- Engaging with secondary schools
- University graduate recruitment programs
- Education assistance for existing employees

Activities

Apprenticeship policy

In recent years, Cadia has recruited 24 trades apprentices including (4) boiler makers, (6) diesel fitters, (7) fitter and turners, (6) electricians and an auto-electrician.

The sourcing of these apprentices reflects Cadia's commitment to the local community, because the majority of the apprentices come from within the region.

Apprentices take part in a core three months skills enhancement program covering hand and power tools, automotive maintenance, measuring and marking out, drawings and interpretation, first aid, electrical safety and general occupational health and safety.

This program is supplemented by a range of in-house training and induction programs. This training ensures that apprentices have the core knowledge and skills they need to work safely and to prepare them for their more specific trade related training.

Apprentices have opportunities for rotation through the workplace to develop a broad range of skills. Importantly, Cadia forms partnerships with local contractors and industries to give second and third year apprentices time with a range of workplaces.

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Getting together with schools

The success of the apprenticeship program works through the effort invested by the Apprentice Master and Community Relations Department. The Department helped create interest and awareness in schools about the excellent career opportunities available in the mining industry - opportunities that are not dependent on having university qualifications

During 2006, Cadia visited 17 schools in the Central West to establish relationships with career advisers and to present opportunities to interested students. Cadia also took part in four school careers day/night events in Bathurst and Orange.

Mature-age Apprenticeships and Traineeships

Newcrest also operated a stand at the Orange Field Days which helped to foster interest from the local farming community in the possibility of mature aged apprenticeships and traineeships.

In partnership with the NSW Minerals Council and Northparkes Mine, Cadia is also involved in the Minerals Education Bursary Scheme. This scheme awards \$500 to Year 11 students and \$1,000 to Year 12 students from local secondary schools who participate in a minimum of two specified mining related activities. Successful students are allocated a mentor from the sponsoring company.

Secondary school students who progress to related undergraduate studies receive a further \$2,000 bursary to help with their studies.

For more information:

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Tertiary students policy

Young professionals and graduates are engaged on a comprehensive two year program which gives them exposure to the technical aspects of their profession, the business in general, secondments to other sites and personal growth and leadership opportunities.

Vacation student places are offered to tertiary students over the Christmas break to provide some paid workplace experience in their chosen profession. Students are allocated specific projects to complete and present to the line management prior to departure. These placements offer Newcrest an early opportunity to identify and assess potential graduates.

Tertiary scholarships

Two tertiary scholarships are awarded to local students undertaking tertiary studies in a mining industry related discipline. These provide each student with financial assistance of \$7,800 per annum and vacation work during their study period. Local student applicants are interviewed and provided with a realistic account of what they can expect from their tertiary studies and, longer term, a career within the minerals industry.

Education assistance for the existing workforce

Newcrest invests in its existing workforce by enabling employees looking to undertake further studies relevant to their work with education assistance. A wide range of benefits are available including significant contributions to the payment of fees and time off to attend compulsory residential schools and exams.

Outcomes

A range of outcomes have been achieved based on Newcrest's diverse policy:

Apprentices. Interest in apprenticeships continues to grow with 160 applications for the 2007 positions - an increase from 112 the year before and 20 two years earlier. There is now a total of 24 apprentices on board.

School students. The school visit program and attendance at school career nights has led to interest among students in apprenticeships with the company.

Tertiary students. 12 graduates and 13 vacation students are engaged in a range of mining related disciplines. The most recent scholarship winners plan to study geology at the University of Wollongong and mining engineering at University of Newcastle.

Existing workforce. There are currently 40 Cadia employees receiving support whilst undertaking further studies.

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