

Pathways to Employment

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MRM has developed an Indigenous employment and training strategy that helps people to gain real jobs with the mine.

This strategy details a pathway that begins with programs to get ready for work and moves on to entry-level or formal training and career development. It also reflects opportunities for skilled workers to seek employment with MRM.

The strategy is founded on Xstrata's global Sustainable Development Standards, and research into best practice at both a national and international level. It has been developed in association with the Traditional Owners, Borroloola School, Northern Territory and Australian Governments, training providers and recruitment services.

Our goal is to sustain and grow Indigenous workforce participation at MRM above 20 percent of the total permanent employee base.

MRM is committed to developing relationships of mutual understanding and respect with the Indigenous people of the Gulf region. We recognise the desire of Indigenous people to participate in the regional economy and will actively facilitate employment and training opportunities.

We acknowledge a responsibility, as the major employer in the region, to increase Indigenous workforce participation and in so doing, provide benefits both to the community and to the mine.

Our strategy targets Indigenous residents of the region including the Gurdanji, Mara, Garawa and Yanyuwa people, as well as Indigenous residents of other regions on a fly-in, fly-out basis.

There are two key ways to obtain work at MRM:

1. Trainee program
2. Direct recruitment for job vacancies.

Once employed, there are numerous pathways to interesting jobs and careers within a global mining company.

Trainee program

MRM's trainee program offers entry-level opportunities and training that qualifies people with the skills and experience needed for jobs within the national mining industry. We look for men and women who are:

- Unskilled or semi-skilled workers
- School leavers
- Currently unemployed
- Interested in furthering their literacy and numeracy skills
- Interested in and determined to work.

The program opens up nine alternative career paths within MRM in mining, environmental management, administration and services such as catering. For trainees and their community, involvement brings better education, lifestyle and health improvements, confidence and pride in achievement.



MRM's Heavy Machinery Simulator in use in the trainee program.

PATHWAYS TO EMPLOYMENT

The program involves:

- **Pre-employment:** Getting people work-ready with the skills, experience and confidence needed to move into a full time job. This includes work experience, work-ready induction training and cultural awareness programs.
- **Entry-level training:** Paid, on-the-job training with MRM that provide trainees with experience in a range of roles on site from which they can then decide the direction they would like to pursue in a permanent position. This includes time on the popular heavy machinery simulator to see if operating big vehicles and equipment is what interests them most.
- **Career development:** Mentoring and support programs to help retain Indigenous employees at MRM and build careers.

At the end of the trainee program, trainees are offered permanent positions in the areas for which they are both best suited and have an interest in. For some, this has included moving into apprenticeships to gain formal trade qualifications.

Direct recruitment for job vacancies

These positions suit skilled and experienced workers including professionals, trades apprentices, certificate or skill-based ticket holders and operators, or men and women with work experience in mining or related industries.

Positions available within MRM are advertised online (www.xstrata.com/careers) and in newspapers. They are also available through selected recruitment consultancies.

Locally, opportunities are posted on community noticeboards. In addition, MRM's participation in local events such as the Borrooloola Show and relationships with local organisations also aims to raise awareness of the growth occurring at MRM, the job opportunities arising and the process to apply.

Recruitment processes have been designed to be culturally appropriate. Our recruitment assistance package helps Indigenous applicants through the process and MRM's Indigenous Employment Coordinator works both directly with applicants and external recruitment consultancies to offer additional support.

Once employed, MRM is committed to helping Indigenous employees stay with the mine by ensuring policies reflect the cultural diversity and needs of the workforce, providing cultural awareness training for all employees and contractors and coaching supervisors on effective leadership techniques.

Long term, MRM takes into account individual interests, strengths and needs to support career development for all employees. This includes:

- preparing individual career development plans that are reviewed each year
- participating in industry, Northern Territory and Australian Government development programs
- encouraging tertiary or certificate studies where possible or further professional development.

For more information or to submit an application please contact: 08 8975 8882 or go to www.mcarthurrivermine.com.au/employment_overview.cfm



MRM's Indigenous recruitment strategy provides up to nine career paths, including environmental management.

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