



National Roundtable on Aboriginal and Torres Strait Islander Employment in Local Government

Redfern Town Hall, Sydney
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“The business case for Indigenous employment in the minerals industry”

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The minerals industry workforce....

- Productive
- Remote and regional Australia worksites
- Highly paid
- Highly skilled
- Older
- FIFO / Domestic commute
- Indigenous employees
- Women
- Full time

The context

- Labour demand:
 - Skilled
 - Unskilled (entry level)
- Trained labour supply
- Cost of labour constraints
- Training supply constraints

The business case

- Social Licence
- Australian Govt – MCA MOU
- Opportunities:
 - Direct jobs
 - Service contracts
 - Support and indirect jobs
- Business case:
 - Costs of training and mentors
 - Costs of FIFO labour

Aboriginal pre-employment programs ...

- Core principles:
 - Training for a real job
 - Employer sponsored
 - Agent to deal with grants, recruitment and RTOs
- MEEA as agent
- MCA NT as agent
- Northern Aust Indigenous Mining Academy
- Company specific programs

The challenges

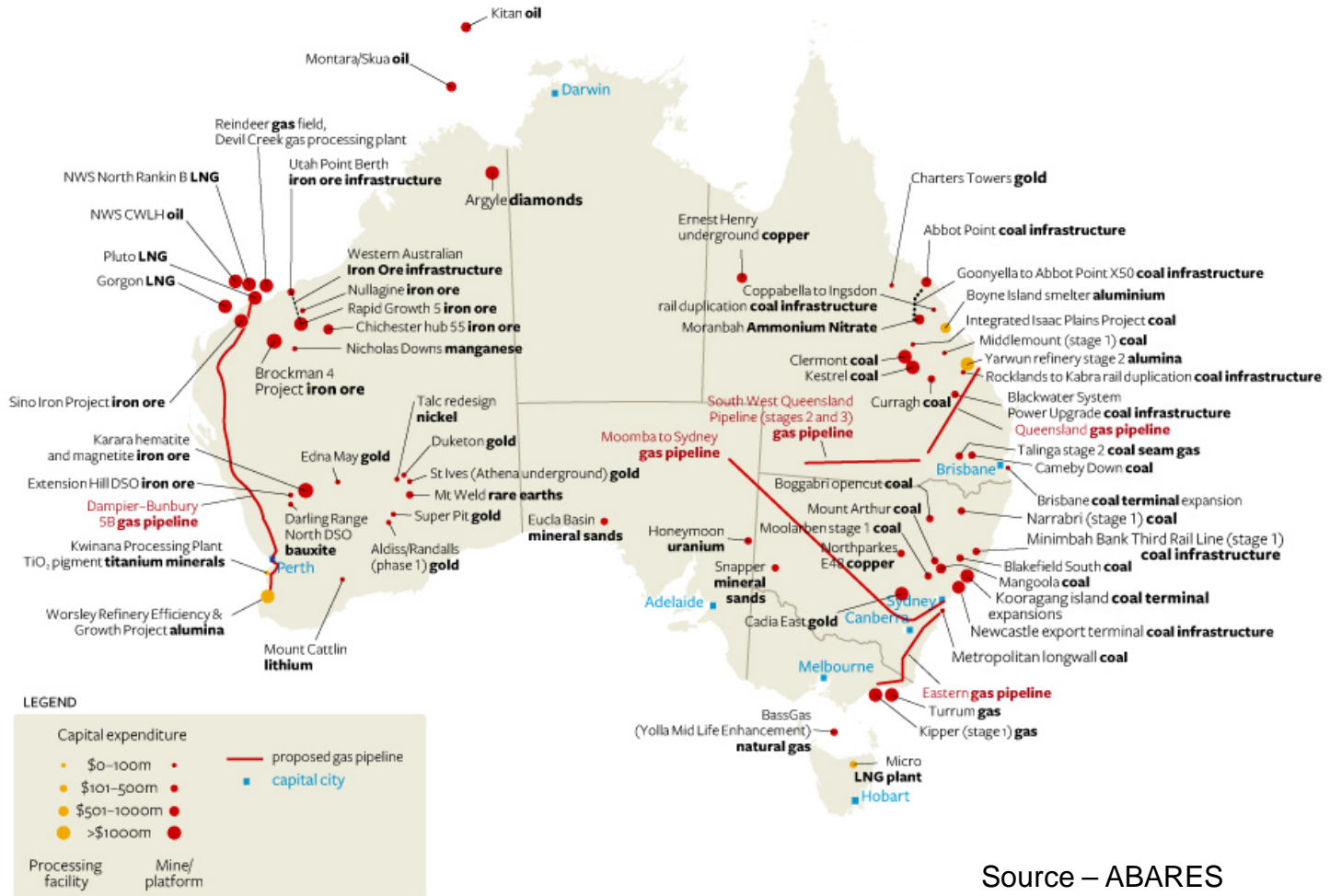
- LLN
- Dealing with the red tape
- Fostering the best and brightest
- Job readiness
- Fitness for work
- Cultural mentors
- Supervisors as mentors
- Flexible/different work arrangements

The outcomes

- MEEA:
- MCA NT:

Project pipeline.....

1 Advanced minerals and energy projects April 2010



Source – ABARES