



GM10

**A collaboration between
Acorn HR and Central
Regional TAFE**

Securing Future Talent in Mining

Our Objective

Acorn HR has partnered with Central Regional TAFE to focus on putting together a 10 week Mining Readiness Program (MRP) where we will assist 10 candidates in gaining relevant skills, tickets and licences that can be utilised in the current mining labour market.

These 10 candidates will be job ready and placed into work with a predetermined client, where they will receive on-going support and mentoring to be an imperative part of the future in mining.

Utilising an in-depth screening process through multiple business structures, we aim to achieve a goal of 'Zero Turnover' and have all 10 candidates progress through to obtain gainful employment, assisting reported critical labour shortages in the Goldfields Region.

Each successful graduate of the program will complete units towards the below qualifications:

- **Certificate II in Leadership** | 52774WA
- **Certificate II in Surface Operations** | RII30115
- **Verification of Competency (VOC) and other relevant training documents.**
- **A variety of inductions for various sites in the Goldfields (depending on host placement/employer)**

This program will be a bench mark in the region for effectively delivering entry level local labour into mining industry. Solving a current supply issue which is predicted to become more critical as the demand grows in 2019.



**With 8 years
servicing the
Goldfields area**



**Over 3000
applicants
secured work**



**Interviewed
over 15000 job
candidates**



**Market leading
capacity and
understanding**



High-Level Requirements

All candidates must meet the following requirements:

- **Must be over the age of 18 years**
- **Not currently enrolled with a training institution**
- **National Police Clearance (NPC)**
- **Complete Personality and Psychometric testing**
- **Drivers Licence (Provisional and accessible transport)**
- **Medical and DAS testing (prior to engagement)**

High-Level Deliverables

The training program will run for 10 weeks followed by a 3 month placement with a prospective host employer.

After 3 months, the candidates may have an opportunity for full-time employment with prospective employers.

On boarding process to take 4 weeks at a maximum depending on candidate eligibility e.g screening/references/compliance checks.

Weekly progress reports to be completed in collaboration with all stakeholders

Fortnightly on site progress meetings to be attended by all stakeholders

Resources

Advertising / Marketing

Acorn HR will utilise internal networks and advertising mediums such as Seek, Social media and Mail Chimp. We have 3,000+ candidates registered interest to find work in the Kalgoorlie-Boulder Region, with an aggressive marketing campaign to continually access applicants.

Screening / Character & Employment References

Acorn HR will work on a panel interview of industry experts to further short list 'best fit' candidates for the position.

External Resources (Practical Testing)

Acorn HR will place short listed candidates through 'Behaviour Testing' and 'Value Testing' to make sure their character aligns with program values. This will be administered through psychometric testing suppliers.

On-site Communication Log

Acorn HR will work collaboratively with Central Regional TAFE to attend weekly pre-start meetings with Program candidates throughout the program. This will include a weekly log to track candidates progress and highlight any concerns raised during their training and employment.

Mentoring & Support

After the completion of the training program, each successful candidate will be placed with a designated host employer in the workforce utilising their learnt knowledge and skills.

Implementation Plan

To be confirmed by stakeholders prior to commencement.

The below units of competency are covered as part of the program:

LWAWOR201A	Communicate effectively
LWAPRO201A	Contribute to a team project
LWALDR201A	Develop leadership skills
BSBWOR202	Organise and complete daily work activities
LWADIV201A	Promote a socially diverse environment
LWADEV201	Undertake self-development
RIIWHS201D	Work safely and follow WHS policies and procedures
RIIHAN201D	License to operate a forklift
HLTAID003	Provide first aid
RIIWHS202D	Enter and work in a confined space
RIIHAN311E	Conduct operations with integrated tool carrier
RIIGOV201D	Comply with site work processes/procedures
RIISAM202D	Isolate and access plant
RIISAM203D	Use hand tools and power tools
RIIHAN205D	Secure cargo

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