



Presents

Recruitment, Training & Retention for Women in the Mining Sector

23rd & 24th August 2007, Novotel Brisbane

Featuring contributions from:

The Hon Geoff Wilson, QLD Minister for Mines & Energy
Dept of Tourism, Fair Trading and Wine Industry Development
The AusIMM
Queensland Resources Council
Minerals Council of Australia
Australian Mines & Metals Association
The University of Queensland
TAFE Queensland Mining Services
Nickel West Thiess Alliance
Snowden Mining
Swann Global
Thiess
Rio Tinto Coal
Anglo Coal
Mining Industry Skills Centre
Ensham Resources

To Register

Tel (+ 61 2) 9080 4307 Fax (+61 2) 9290 3844 Email registration@informa.com.au Web www.informa.com.au/womeninmining

Adapting strategies to attract & retain

Day One: Thursday 23rd August 2007

8:30 *Registration & coffee*

9:00 *Opening remarks from chair*

Opening presentations

9:10 **QRC's Women in Resources Action Plan**

Michael Roche, CEO,
Queensland Resources Council

9:50 **Women in Hard Hats – A Queensland government initiative**

- ▶ Women and the smart state
- ▶ Why focus on women?
- ▶ What is Women in Hard Hats?
- ▶ Women in Hard Hats – five key areas of activity

Representative, Office for Women,
Department of Tourism, Fair Trading and Wine Industry Development

10:30 *Morning tea*

11:00 **The role of professional associations in understanding, communicating and addressing the challenges facing women in mining**

- ▶ A brief history of the Women in Mining Network and women's representation within The AusIMM
- ▶ Outcomes of research and studies undertaken by The AusIMM: What our members have told us about their experience in the industry and what employers can do to keep them
- ▶ The opportunities to promote flexibility in the current climate of skills shortage
- ▶ The respective role of Government, companies and individuals in achieving better outcomes
- ▶ The AusIMM's role in supporting and promoting women's participation in the minerals sector, and within The AusIMM

Monika Sarder,
Senior Policy and Research Coordinator,
Bulletin Editor,
The AusIMM

11:40 **Minerals Council of Australia**

Melanie Stutsel,
Director Environment & Social Policy,
Minerals Council of Australia

12:20 **Getting beyond women as a 'special case'**

- ▶ The risks and pitfalls of making women in mining a 'special case'
- ▶ Hidden ground rules and the power of culture
- ▶ The importance of senior leadership, role models, career paths and peer support

Corlia Roos,
General Manager Membership Services,
Australian Mines and Metals Association

1:00 *Lunch*

Participation at the TAFE & university levels

2:00 **Participation at the University level**

This presentation will cover the statistics on the number of female students in Mining over the years and look at how these numbers compare, as a percentage of the cohort, with the percentage of female students in Engineering. Future recommendations will also be given.

Prof Michael Hood, Head of Mining Program, **The University of Queensland**

2:40 **TAFE level – Addressing skills shortages through initiatives for women in mining**

Rosalind Gilroy, Manager,
TAFE Queensland Mining Services

3:20 *Afternoon tea*

3:50 **Panel Discussion
Women at the mine site**

- ▶ What encourages women to go into mining?
- ▶ Onsite experiences – Did they match original expectations?
- ▶ Paving a way forward for women in mining

Kristy Lyttle, Senior Coal Quality & Logistics Geologist, **Ensham Resources**

Sonia Headley, Fatigue Champion – Mt Keith Mine, **Nickel West Thiess Alliance**
Further panellists to be announced

4:30 *Close of day one from the chair*

4:40 *The Australian Journal of Mining invites all speakers and delegates to discuss the day's presentations at the informal cocktail reception.*



Main female employees industry wide

Day Two: Friday 24th August 2007

8:30 *Morning coffee*

9:00 *Opening remarks from the chair*

9:10 **Ministerial Opening Address**
The importance of attracting & retaining female employees to support the mining boom

The Hon Geoff Wilson,
QLD Minister for Mines & Energy

Exploring the value of Women in Mining Networking Groups

9:50 **WIMARQ – retaining the talent – the impact of networking**

- ▶ Networking – the need
- ▶ Networking through WIMARQ
- ▶ Networking – the impact on retaining individuals
- ▶ Networking – the impact on companies
- ▶ Networking groups – the impact on the industry
- ▶ WIMARQ attendee and speaker feedback – key drivers for attraction and retention success

Alison Keogh, **Snowden Resource**
Evaluation Consultant & Chair of **WIMARQ**

10:30 **Women in Mining & Resources Victoria**

Andrea Spain, Practice Director,
Swann Global

11:10 *Morning tea*

Developing & implementing strategies for women in mining

11:40 **Developing effective training initiatives for women in mining**

Derek Hunter, CEO,
Mining Industry Skills Centre

12:20 **The impact of your company culture on attracting and retaining women in mining**

- ▶ A culture of acceptance and respect for fellow employees is a foundation for attracting and retaining women – some “courageous conversations” may need to take place

- ▶ Creating workplaces which reflect our general society
- ▶ Thiess Pty Ltd’s approach to a Value Based Culture

Simone Wetzlar,
Executive Mining Manager – QNP Mining,
Thiess Pty Ltd

1:00 *Lunch*

2:00 **Building a workplace based on diversity**

- ▶ Creating a desired workplace culture
- ▶ Developing a robust recruitment strategy
- ▶ The focus on women in non traditional roles
- ▶ Maintaining the momentum
- ▶ Impacts on the business and local community

Tom Palmer, General Manager Operations
– Hail Creek Mine,
Rio Tinto Coal

2:40 **Case Study: Anglo Coal**

- ▶ Operation of a women’s reference group
- ▶ Implementing the “women in non-traditional roles” initiative

Human Resources Officer,
Anglo Coal

3:20 *Closing remarks from the chair*

3:30 *Close of conference & afternoon tea*

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Recruitment, Training & Retention for Women in the Mining Sector

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200 Creek St Brisbane QLD 4000

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RECRUITMENT, TRAINING & RETENTION FOR WOMEN IN THE MINING SECTOR (P07R22)

