

## Water cooler

LATEST NEWS AND ADVICE

### Women in hardhats

**MORE women should become tradies - so says New South Wales Minister for Women Pru Goward.**

After declaring it a top priority this week at a meeting with women working in construction, Ms Goward said she hoped to see more women in hardhats and fluorescent vests working in the traditionally male-dominated engineering, telecommunication, automotive and construction industries.

Australian Bureau of Statistics figures show 90 per cent of workers in the construction industry are male.

### Work death rate down

**FATALITY rates in Australian workplaces have improved by 25 per cent since the National Occupational Health and Safety Strategy began. But Safe Work Australia says though the improvement is encouraging, more must be done to reach the target of a 40 per cent reduction between 2002 and 2012. Injury and disease rates in industries such as transport, manufacturing and agriculture are still double the national average.**



### Retail giant must pay

**A RETAIL chain has been ordered to pay more than \$1 million to nearly 1000 workers for time they worked without pay.**

Fair Work Australia found that most Super A-Mart stores made staff work earlier than their rostered shift to prepare for store opening and stay back after their shift ended, but failed to pay them for the extra time.

The landmark decision ordered the retail giant to pay \$1.37 million to 877 workers who worked from March 2006 to March 2010 - giving each worker an average of \$1500. They must be paid in two months.

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# TRAINING TO DIG UP A MINING JOB

**Katie Robertson**

PROVIDING a simulated mine site for trainees is just one way a Perth recruiter is addressing the skills shortage in mining and construction.

Eyson Group, which started in 2007, offers a variety of human resources and training options.

Managing director Alan Corkill described the company as "a one-stop shop".

"We provide 360 degrees of the traditional human resources spectrum, so we have recruitment, human resources, industrial relations, employee relations, safety and training," he said.

Eyson Group has four divisions - Eyson Executive for white-collar recruitment; Eyson Workforce for blue-collar recruitment and labour hire;

Eyson Human Resources, which provides HR professionals to help clients with human resources; and Eyson Safety and Training.

Safety and training is a major focus for the company, with the biggest demand in the mining and construction industry.

"There are two prongs to that approach," Mr Corkill said.

"We've got consultants who go out and support clients with occupational health and safety; also in parallel with that we're a registered training organisation and have trainers who go out to sites and conduct training for clients.

"We also complete training for the public for plant operations and high-risk licences."

Mr Corkill said the demand in the mines was mainly for skilled labour, but

some opportunities did arise for unskilled labour.

"Those opportunities are so few and far between, but we do everything we can," he said.

"We try to find people who have done some time in the construction industry who are eligible for the Construction Training Fund.

"We put them through the training, which is paid by the fund, and we then try to on-hire them to a company looking for labourers."

Eyson Group's quarry in Carramar is used for the simulated mine site.

"People can do a five-day course and they actually operate in a simulated mining environment," Mr Corkill said.

www.eysonbusinesssolutions.com.au



Finding jobs: Alan Corkill

# ONLINE PROFILE A HANDY ADDITION

AN investment into your online presence as well as getting help from recruitment specialists will boost results when job hunting, says Kylie Hammond from Resumes Australia, who studied at the University of WA.

"As someone who started work before the mid-1990s, I know just how much the internet has evolved to drastically

reshape our daily lives," she said.

"In the good old days before the internet, 'surfing' was something you did at the beach, and 'transferring funds' required a visit to the bank. Not any more.

"Grab your remote control and fast forward a couple of decades. The Australian population has swelled to 22 million, with the number of Australian internet users exceeding 17 million.

"We're living in a fast-paced world with

rapidly moving technology that has changed the way we do just about everything, including how we connect and interact with each other at a social and business level.

"It's little surprise that the recruitment landscape is also undergoing a major technology overhaul as companies continually refine their recruitment methodologies to improve workplace efficiencies."

Ms Hammond said that while there had been unprecedented growth with online job-board and recruitment sites, employers had been quick to also discover the benefits of social media when hiring.

"With specifically targeted social-media recruitment methods it has become amazingly efficient to tap into the 'passive' job market to lure top talent and high-quality candidates in a way that was previously more difficult to accomplish," she said.

The world's biggest professional social media network, LinkedIn, now

has a membership of 120 million in more than 200 countries.

And internet reports are predicting that 89 per cent of the private sector will embrace social networks for recruitment over the next year alone.

While LinkedIn is most likely to be favoured by business professionals, other social media forms such as Facebook, Twitter and Google were also being used in recruitment.

"Throughout my 20 years as an executive search consultant and career development professional, I've been following recruitment trends extensively," Ms Hammond said.

"There is no doubt that there is an upsurge in social media activity, which is giving us access to more people, jobs and opportunities like never before.

"A strong resume undoubtedly helps with a job board application. However, by synchronising your social presence and by perfecting your online profile you stand a much better chance."



New view: Kylie Hammond.

## FOCUS ON JOB SEARCH PROFILE

- Before jumping into the job market, evaluate the documents you already have.
- By synchronising your social presence and by perfecting your online profile you stand a much better chance of reaching out to recruiters.

- Your resume and online profile need to be compelling, as they could land you your next interview.
- It's important that your resume content and online profile elaborate on all your accomplishments.

**HAYS** Recruiting experts in Resources & Mining

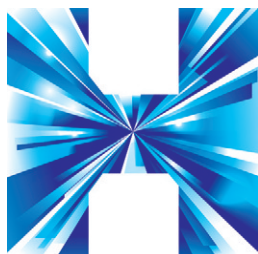
## ENGINEERING LEADER MANAGE MULTIPLE OPERATIONS

This international miner is based in Perth with multiple sites across Australia. With production increasing, this organisation is proving to be a leading Australian miner. With a management team focused on continuous business improvement, a position for the Head of Engineering and Maintenance is now available. This role will report directly into board level management and will involve assessing the engineering solutions required to ensure effective operations and asset availability. It will also involve overseeing special projects with a focus on addressing and developing changes to one or more business units within the organisation.

You'll have an extensive background in engineering and maintenance as well as project management at a senior level. As a degree qualified Engineer you'll communicate on a high level within multiple disciplines and have a proven ability to manage people. Familiarity with Six Sigma, quality assurance and an understanding the basic ISO standards are also key requirements. You'll also have sound knowledge of project management, OHS practices and financial reporting.

Contact Hannah Jaksic at hannah.jaksic@hays.com.au or 08 9254 4546.

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