



# TELLUS EMPLOYMENT AND TRAINING

April 2016

# Employment and Training Plan

- Tellus' is developing a comprehensive employment and training program for its proposed facilities at Chandler, Sandy Ridge, Brewer and Darwin
- The program comprises a School to Jobs Program, Tellus' Pre-employment Training Program, Indigenous Employment Program and Tellus' Employment Programs and Systems
- The programs and jobs available vary depending on the facility.

## Tellus Schools to Jobs Program

Tellus and the Traditional Owners ("TO's) will work collaboratively with Governmental Agencies and NGO's to develop strategies for raising school retention rates from Local Indigenous Communities

Tellus proposes school kids and teachers from Local Communities can have a tour of the Tellus Chandler Facility every year

Tellus will encourage its employees to participate in "Literacy for children programs" under the management of NGO and other Government programs.

## Tellus Pre-Employment Training Program

Pre-employment training programs will be available to expose participants to the requirements of employment, particularly within Chandler Project.

Pre-employment training programs will be run between 2 and 4 weeks, and consists of on and off-the-job training that focus on areas such as work ethics, life skills, personal safety, communication skills, shift-work, computers, and numeracy and literacy skills.

Participants who successfully complete the program will receive a Certificate of Attainment, and may be considered for full-time employment, part-time employment, traineeships, or apprenticeships.

## Tellus' Traineeships Program

Traineeships provide participants with a structured training program over an 18- month to 2-year period.

Traineeships combine training and paid employment comprising practical work skills with structured training leading to a nationally recognised qualification. Most trainees should move directly to full-time employment within Tellus or employed by Tellus' site contractors. Other trainees may progress to an apprenticeship program.

## Tellus' Apprenticeships Program

Apprenticeships provide an opportunity for trainees to specialise in a trade area over a 3 - 4 year period. Apprenticeships involve both on and off-the-job training.



Figure 1: Proposed Darwin Facility – warehouse jobs



Figure 2: Tellus proposes school kids and teachers from local communities tour the Chandler Facility every year



Figure 3: Structured training

## Training Accreditation

Training programs will be nationally accredited following the Australian Qualifications Framework and registered through a Registered Training Organisation, ensuring skills acquired are recognised and transferable to other workplaces nationally.

## Indigenous Employment Program

Tellus supports indigenous employment and will develop a number of systems and procedures in place to encourage indigenous employment.

## Tellus' Employment Programs and Systems

Tellus will explore with the relevant Government and NGO's additional funding to employ and train both local and indigenous employees during Tellus' build and operational periods.

Tellus financial commitment to this program would be based on the principal of matching dollars.

## Tellus' Gender Balance Work Program – “Sisters in Mining” Program

Tellus is developing a “Sisters in Mining” program aimed at increasing the number of female workforce in a predominately male dominated resource sector.

## Tellus' Disabled Worker Program

Tellus is generating a modest number of Part Time Equivalent (PTE) disabled workers

## Tellus Rehabilitated Prisoner Work Program

Tellus is targeting a modest number of Part Time Equivalent (PTE) rehabilitated prisoners.



Figure 4: Field jobs



Figure 5: Practical work skills



Figure 6: Tellus supports indigenous employment



Figure 7: Tellus “Sisters in Mining” Program