



# Drilling deeper for a job in resources

JOBS for women are up for grabs in the resources sector this year with employers going to extraordinary lengths to increase diversity.

Energy Skills Queensland's 2013 Heartbeat Report shows only 14 per cent of the resources sector workforce is female.

The typical resources worker is a 40-year-old male.

The Australian Mines and Metals Association says proactive companies are now going out of their way to be more reflective of the communities from which they operate and attract more women.

"The business case for gender diversity is compelling... in terms of productivity and competitiveness and being innovative and having a collaborative workforce," says

AMMA director Tara Diamond, who heads up the Skills Connect initiative.

She says women are being recruited as truck drivers and also for supply chain, catering, cleaning, maintenance and hospitality work.

"There are vessel operators who bring the ships, the tug boat operators, the transporters, the whole supply chain into the resources industry," she says. "It's not just being an operator or a geologist."

Downer EDI mining applied for an exemption to the anti-discrimination act last year so it could advertise 50 truck-driving positions for women across 10 sites each year in a merit-based recruitment process.

The move is designed to lift the representation of women to 25 per cent by 2020.

Anglo American in Queensland has set itself a target of 50 to 70 per cent female applicants across entry-level positions.

Gail Gregson's career has progressed through animals and vegetables and is now firmly aimed at minerals.

"I think I am the queen of not knowing what I want to do," she says.

Leaving a degree in social work to earn some cash as a check-out chick at IGA worked for a year – but then Gregson's love of water and rocks pulled her back into the classroom, where she is now one year into a geology degree and a possible career in resources.



Student Gail Gregson hopes to work in the resources sector