
Securing our Future Together . . .

Building our Workforce of Tomorrow



Iron Ore Company of Canada



Presentation Outline

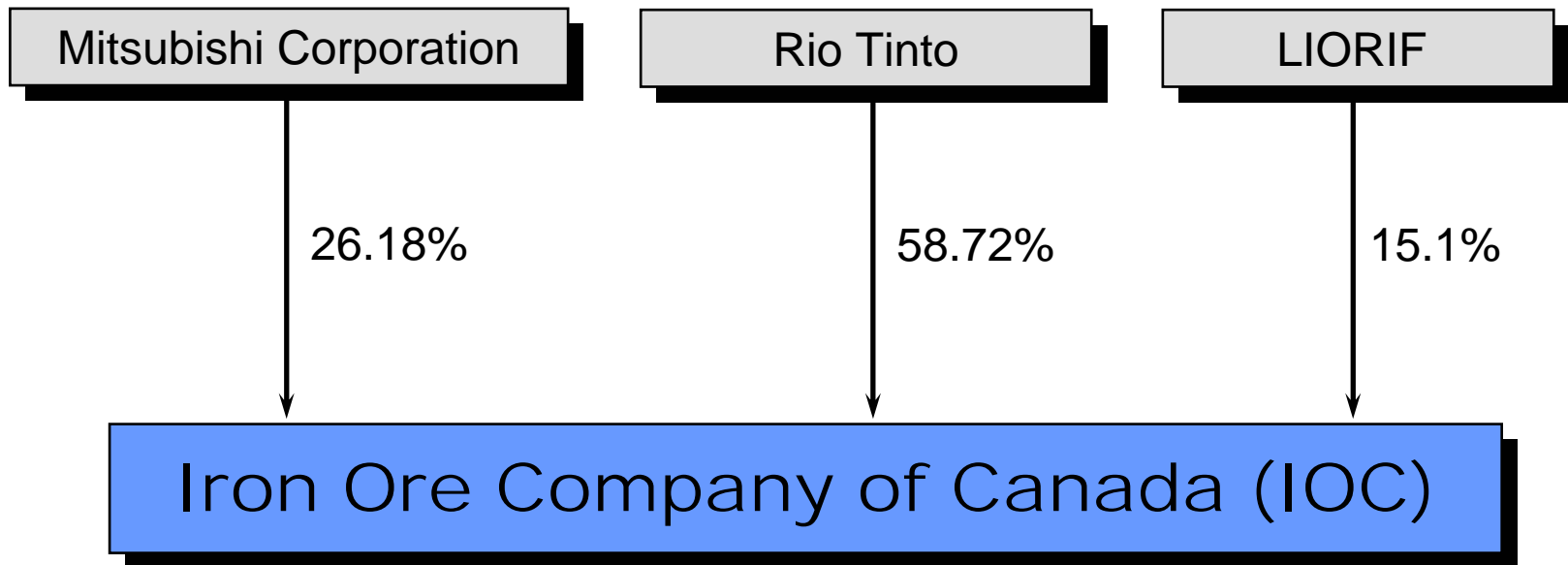
- Overview of Iron Ore Company of Canada
- Overview of HR Business Plan 2005-2009
- Apprenticeship Program at IOC
- Workplace Training

IOC' s Strengths

- **Skilled workforce committed to business success**
- **Large reserve base**
- **Clean ores**
 - *Low impurities (phos, alumina, titanium)*
- **Worldwide recognition for product & service quality**
 - *Customer focused*
 - *ISO-9000 certified*
 - **Ability to customise products**
- **Excellent port facilities**

Rio Tinto

Majority Shareholder and Operator



Iron Ore Company of Canada 2005-2009 Business Plan - HR

Growing **Alignment, Awareness & Understanding**

Strengthening
**Safety & Work
Performance**

Resourcing
for the future

Building
**Employee
Commitment
and Leadership**

Ensure **Sustainability** by Managing Stakeholder **Relationships**

Apprenticeship at IOC

- **Demographics of workforce are changing**
- **Several initiatives have been launched to address Resourcing for the Future Challenges:**
 - ◆ 5 year Forecasting future workforce needs.
 - ◆ Re-introduction of trades apprenticeship program
 - ◆ Continuous improvements of the Mining Technology Program
 - ◆ Launching a national recruitment campaign
- **Mechanical and Electrical Apprenticeship Programs**
 - ◆ Address the shortage of trades-people by “growing our own”
 - ◆ Internal and external recruitment into this program
 - ◆ Seeking to have local delivery of Apprenticeship Program
 - ◆ Representation on:
 - Provincial Skills Shortage Task Force
 - Skills Canada Board

Apprenticeship at IOC

IOC (Labrador City)

- Total workforce - 1293
- Unionized Employees – 992
- Trades - 437

- ♦ **IOC currently has 55 apprentices** (Approximately 7% female employees)
 - 34 – Industrial Electrical
 - 17 Millwright
 - 3 Heavy Duty Equipment Technicians
 - 1 Welder

- ♦ **Continuing recruitment efforts for all trades**

Advantages of a Locally –Based Apprenticeship Program

To Apprentices

Reduce barriers to participation in apprenticeship programs such as:

- Less disruption to home life and family schedules
- Increased female participation
- Lower debts
- Reduced child care costs
- Improved access for low-income students
- Reduced travel costs for apprentices, their tools and equipment

Benefits to Employers

- Creating partnerships between post-secondary institutions and business and labour strengthens links between education and employment
- Increased attractiveness of local employers to prospective apprentices.
- Local Apprenticeship Training will be another selling point in the recruitment toolbox.
- Local Apprenticeship Training will likely improve the apprentice retention capabilities for local companies.
- Improved working relations between apprentices who have trained together
- Savings in areas of man hours, overtime, wage subsidies, transportation and accommodation
- Improves the timely transmission of student data from educator to employer
- Helps to forecast skills requirements more accurately and to plan ways to meet them.

Workplace Training

- Co-op Program
- Graduate Development Program
- Team Leader Development Program
- Mining Technician Program

Workplace Training

- **Co-op Program - University and College**

- ◆ University Programs- engineering, business and geology
- ◆ College - Electrical Engineering Technology

- **Graduate Development Program**

- ◆ In its 10th year of implementation
- ◆ Part of the Rio Tinto Graduate Development Program
- ◆ Hiring new graduates from university into Engineering, Business, Geology, and MBA roles
- ◆ Use of global strength - Rio Tinto opportunities
- ◆ Hiring strong performers from the co-op programs
- ◆ Based on rotations within the BU, with possible rotation to another Rio Tinto BU
- ◆ Six month evaluations linked to accelerated salary increase and development plans

Workplace Training

- **Team Leader Development Program**
 - ◆ 2006 - 12 month pilot program
 - ◆ 7 Trainees selected and placed throughout the business
 - ◆ Mentored by other Team Leaders to develop skills and knowledge
 - ◆ Leadership Development Program at CONA
 - ◆ Safety Leadership Development training

- **Mining Technician Program (Formally Employee of the Future Program)**
 - ◆ Partnering with the local Community College (CONA) since 2000
 - ◆ Work terms provided to all students
 - ◆ Majority hired into our unionized positions after graduation
 - ◆ Receive Mining Technician and Millwright certificates

Summary

- IOC / Rio Tinto Branding - Planned approach to get our name back on the map
- Focus on a variety of strategies, not one size fits all
- Resource for the future along with retention key to business success
- Linking with other organisations to achieve above goals
- Leveraging off Rio Tinto opportunities
- To be successful, we need all stakeholders working together to **Secure our future**

Iron Ore Company of Canada

Thank You

