

Truck trainees' success at Gold Fields St Ives mine in Australia

Many mining companies experience skill shortage of operators for residentially based roles, particularly in Western Australia's Goldfields region.

To help address this, Gold Fields' St Ives mine held careers days in both Kambalda and Kalgoorlie, focusing on recruiting trainee truck drivers for its open pit operations.

Over 100 applications for trainee positions were received and numerous interviews were conducted with candidates, all eager to try their hand at mining with Gold Fields.

The trainee programme is a six-month, fixed term casual arrangement, by which all the trainees are trained and assessed on the three types of open pit dump trucks used by Gold Fields at St Ives. Once it is completed successfully, permanent opportunities are offered to the trainees.

In six short months, St Ives has employed and been training 10 trainee truck drivers, three of which have been promoted into permanent roles with Gold Fields.



Leisa Hart is one of them. This mum of three is a former hairdresser from Brisbane. After sadly losing some friends in a short space of time, which confirmed for her that life is too short to waste, she packed up her car with everything she could fit in it, and drove across from Queensland to Western Australia in pursuit of her dream job in mining.

"When I told my friends what I was doing, they thought I was mad," said Leisa. "They reminded me that thousands of people want to get a job in mining and they said that you don't get a foot in the door unless you know someone."

Leisa was undeterred. After arriving in Perth with no contacts, she soon got herself a FIFO role doing housekeeping, while she looked around for trainee truck opportunities. Late last year, a friend sent Leisa a copy of the ad for Gold Fields careers days, and the rest is history.



Emma Brighton, another successful trainee, moved to Kalgoorlie with her boilermaker partner just over a year ago from Cairns in Queensland, leaving behind family and friends. Keen to get a start into mining, she trained and started work as a sentry working at local shutdowns in the region. "By starting out this way, I was able to gain a valuable insight into mining procedures and processes, as well as get used to the dreaded nightshift," said Emma.

"I wanted to drive mining trucks as it was something I'd never done before, so I put in a few applications to local companies hoping to get a start."

Emma recommends to others looking to get a start in mining, not to give up or be deterred. "I'd encourage people to just do it; put that application together, register your interest with as many companies as you can and don't give up."

Visit careers.goldfields.com.au for opportunities at Gold Fields Australia.