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# The Experts Guide to Landing Entry Level Mining Jobs

A Three Part Series:  
Challenges, Opportunities & Solutions, Top Tips

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An e-book brought to you by iMINCO

# Part 1

## The Challenges



*"Any fool can know. The point is to understand." - Albert Einstein*



## Challenges

Chasing the big money in Australian mining and getting into the mines for a couple of years, making your money and getting out, is the aim of thousands of Australians, however, entry-level mining jobs are fiercely competitive.

Landing an entry level mining job can be a tough challenge. That's why iMINCO have released a three part series on how to attack it.

We are covering entry level mining jobs and their main challenges, the opportunities and the best solutions.

## Entry level jobs in mining

At iMINCO our phones are ringing off the hook with either mining companies looking to up-skill their workers or with mining new starters wanting to know what training to do and where to look for entry level mining jobs.

Do you have skills you can offer a mining company but have no relevant mine site experience or mine-ready certification?

At the moment, with competition heating up, the reality is there is no "easy" way to get into the mines.

The mining industry can be tough to crack, however once you're in, the rewards are plentiful.

It seems the mining industry is bubbling along quite nicely with simply not enough "good" people to fill the mining jobs on offer.

As such, you'd think it would be easy to land an entry-level mining job right? This is far from the truth in most cases.

*"Simply not enough 'good people' to fill the jobs on offer"*



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## The best training for new starters

The most common scenario we hear is people want to work on a mine site but have no idea where to start looking, training and preparing themselves.

Mining companies are becoming increasingly hard-nosed about who they let walk through the door. Gone are the days where you can just turn up on a mine site and earn a six figure income!

In some cases, if you want a job in the mining industry, you need to have completed the right courses, even before you can set foot on a mine site. The mining industry is heavily regulated, with safety and competency guidelines that feature in everyday mining activities.

As a complete novice, completing a *2-day mining induction course* (this course is held in locations Australia-wide) is a big step in the right direction; however mining companies are seeking much more.

Forget the niceties, we know all too well, it's the money that drives your job search, and chasing this once-in-a-century resource boom. When you have the opportunity to earn big money, it could change your life forever and this is why so many people look to the mining industry as a solution.

However the mining companies of today are seeking switched-on people with the right training and attitude to place into entry level mining jobs, so by reading this book you're certainly taking a positive step in the right direction.

## The main challenges for entry level job seekers

Mining in Australia is a particularly technical and skilled industry. Its highly safety focused with extensive and diverse opportunities, and as such, there's no 'one size fits all' approach to landing a mining job with no experience. Here are some of the biggest challenges faced by those seeking entry level mining jobs:



**There are such a broad range of training organisations, how do I know where to start to land myself an entry-level mining job?**

Spending money on training courses and qualifications can be quite daunting, so it's important to choose carefully. No matter what job you want, the most important thing is acquiring the basic certification that you need. That can mean investing in your future and completing a mining induction training course as a basic starting point.

A Mining Induction course gives you the necessary safety training skills mining employers are looking for. If you haven't completed one of these courses, then to be honest, your chances of getting a start in the industry are weaker than someone who has. This course definitely speaks volumes to a potential employer.



Ask yourself: “Am I willing to invest the time and money to train myself and equip myself with the right accreditation?”

Let’s say you invested \$795 in a mining induction course. You’re sending a clear signal to potential employers that you’re prepared to invest in your future and showing you are committed. This is just a starting point. If you have done the *right courses* upfront, this truly is a first step to making your mining career a reality. There are numerous certification options you can choose to elevate your chances of a start in the mining industry.



### **Where are the best places to train?**

*Finding the right training* to prepare you for a career in the mines can be a confusing decision. TAFE’s and colleges can be cost effective options , however often they don’t provide the ideal courses for people wanting a start in the mines, or they simply take quite a long time to complete.

Privately run accreditation organisations such as Registered Training Organisations (RTO’s) are an ideal place to qualify yourself for working in the mines. Skilled tradesmen, carpenters, electricians, construction workers, boiler makers, mechanics etc., all have essential skills and training that are sought-after by mining companies, however they still must ensure they are mine-ready. Heavy machinery operators, who want to drive trucks in the mines, will need to transfer their machinery tickets from civil to mining. This all can all be done through an RTO.

Not just tradesmen or machinery operators get their training through an RTO — administrators, catering and service staff can gain mining-related qualifications this way.

Experienced workers through to those with no experience or skills can easily attain nationally recognised mining qualifications and tickets. If you’re serious about landing one of the entry level mining jobs on offer, ensuring you have completed the right training for the role is crucial.



### **I’ve done all my mine specific training, why haven’t I landed myself a job in the mines?**

The reputation of new starters is that they aren’t prepared for the remote lifestyle that mining work brings, or the demands of shift work and long 12hr days.

For mining companies, their biggest hesitation when recruiting for entry level mining jobs is they

*“The training company you choose can prove to be a crucial element in your search for mining employment”*



need to be sure you're a good investment. Think about how much money it costs a company to recruit. The hours and research needed to interview and hire a person and pay for medicals, site and safety inductions and initial on-site training, it can cost thousands of dollars.

In some cases, workers simply can't handle the heat of being away from their families and mining may not be for them. How do you combat this? Check out our solutions as you read on.



### **Every time I apply for a job, it's already been filled**

Many entry level mining jobs are not advertised externally and if they are, many have been filled already by current employees or recommendations. Just getting a foot in the door can feel like winning the lottery.

Many people who are completing their accreditation and paying out thousands of dollars in up-skilling or attaining essential mining tickets, feel frustrated after month upon month of rejection. Even if you have paid for your mining qualifications – the reality is no one is guaranteed a job in the mining industry. However, with those basic qualifications in hand, there are ways to give yourself a winning edge, which we reveal further on.



### **All the entry level mining jobs insist on experience**

If you are a person new to the industry and/or changing careers completely, how do you get the experience or a start and where do you begin looking or applying?

Right now mining companies and contractors can take their pick of the more experienced and skilled workers – and of course, they are choosing experienced workers for entry level mining jobs.

The competition to land a job is so fierce, if a worker has mine site experience (even if it's unrelated to the advertised job) and they come highly recommended, they are a better investment for a company, than say a completely 'new starter' with no experience looking for the same job.

However if you're looking for a mining job with no experience, don't be put off. The fact is that previous experience in the mines is not always required in order to get your foot in the door. There are many different ways for inexperienced people with the right mix of training, attitude and determination to find mining jobs. You just have to know where to look and what steps to take.

Because the major mining companies in Australia are always looking to employ good people, there are many job openings to be found that you may not have thought about.

## **End of Part 1 - The Challenges**

