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**10 October 2013**

**ASX RELEASE**

**Annual Review Document**

The Directors of Site Group International Limited ("Site", ASX:SIT) are pleased to announce the distribution of the Site Group International 2013 Annual Review document. A copy of this document is attached.

A printed copy of this document will be dispatched to all shareholders.

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# Annual Review

FY2013

**SITEGROUP**  
International

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Phone: +61 8 6500 0114

Clark Freeport Zone (Philippines)  
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Perth WA 6000  
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17-19 South Trees Drive, Gladstone QLD 4680  
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## Site's Mission

**To deliver quality industry skills training and workforce solutions to the world through a responsive, dynamic and innovative team.**



# Company Overview

**SITEGROUP**  
International

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# Letter from the Chairman



**Darryl Somerville**

Chairman

## Dear Shareholders,

On behalf of the Board it is my pleasure to present the Site Group International 2013 Annual Review, highlighting a year of substantial growth and development of training operations throughout Australia, the Philippines and several other countries.

At the end of the last financial year Site Group International ("Site") had transitioned into training and deployment for mining, construction, energy and associated industries. In addition to the ongoing operation of a major campus in the Philippines, Site had acquired and established training operations in Darwin, Perth, Gladstone and the Sunshine Coast.

In the twelve months following, Site has successfully established a good foothold in these industries, picking up training contracts for major international companies and delivering on-site training throughout Australia and in a number of other countries.

Site Skills Training, the operational brand established through the consolidation of existing (and acquired) training businesses, is now a reputable training provider in Australia and is on its way to becoming an established and well-known industry brand.

This strength in industry greatly supports the position of Site WorkReady. This business has faced challenges with recent measures taken in relation to the 457 visa program but despite that has been able to grow the core business and expand recruitment to non-Australian markets.

The Philippines facility has been of considerable assistance in making significant inroads into the international training market.

It has greatly boosted the company profile, with the Malampaya SPEX Shell, Chevron, PNOOC project which commenced in September 2012 being a key milestone in the transformation of the facility into a unique world class training centre.

The next twelve months represent an important period for Site Group International as we continue to expand our training offering and further cement our international delivery capabilities. Site continues to identify further opportunities in new training markets both nationally and internationally, as well as in associated recruitment and training segments.

In summary, the Site business model has shown its capacity to succeed with the right team of experienced professionals supporting the company to meet its operational objective to become a market leader in skills training and workforce solutions.

On behalf of the Board and the Site team I thank you for your continued support and look forward to an exciting twelve months for the company.

**Darryl Somerville**  
Chairman

# Letter from the CEO



**Vernon Wills**

Managing Director and CEO

## Dear Shareholders,

The 2013 financial year was a period where the business moved into operational mode through the Australian training facilities as well as Clark in the Philippines and on-site training for projects in Australia and internationally.

Training customer growth continues at a pleasing rate. The scope and scale of our facilities have demonstrated our capability to meet the needs of industry and as a result we have developed a customer base where we can offer other in-demand services.

The politicisation of 457 visas in the twelve months leading up to the federal election has had a significant impact on industry which faced increased visa processing costs, restrictions and rule changes to the point where projects could not find required skilled labour and those who attempted risked unfair scrutiny. International placements were met with early success with recent deployments into jurisdictions including Singapore and Mongolia as well as PNG.

Key opportunities exist in emerging markets and through broadening the scope of training for associated services, including but not limited to energy markets and professional courses.

As projects come online commencing early 2014, there will be a significant demand for energy services in areas such as Electrical, Gas, Plant Operations and other more specific and complex training. This training is generally more specialised and higher value and also in high demand.

As Federal and State governments continue to seek greater value for their dollar in training, the

opportunities for private RTOs to participate in areas of government funding such as VET Fee Help are immense. Site intends to invest in possible acquisitions and people over the next twelve months with a view to longer term rewards. Additionally Site continues its investment into online, student and learning management systems as well as necessary quality and compliance systems.

These opportunities represent an important next phase which will enable Site to maximise return on existing facilities. Site expects to announce further information in regards to this in the coming months.

The success of our training delivery contract at Clark with the Shell operated Malampaya project is continuing to serve as a reference to other multi-national corporations looking for similar services.

Management is confident this will lead to additional training for other nationals from various jurisdictions for long term sustainable employment.

I would like to thank my fellow directors and management for their support throughout the year. Management and staff are focused and continue to work diligently on the delivery and expansion of the strategic business model.

Finally I would like to thank all shareholders for their continued support and I look forward to advising of further expansion of services both nationally and internationally to leverage the very significant client base that Site services.

**Vernon Wills**  
Managing Director and CEO

# Board of Directors



## **Darryl Somerville** Chairman

Mr Somerville was appointed Director of the company on 2 August 2011.

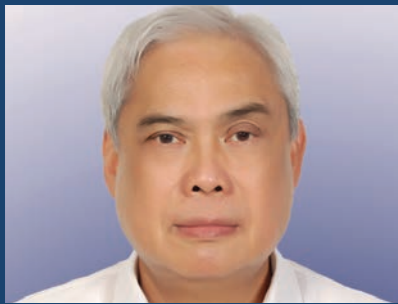
Mr Somerville spent more than 19 years as a partner with PwC, including 8 years as Managing Partner, and was a member of the firm's National Board of Partners. Formerly, Mr Somerville held the positions of Chairman of Brisbane Broncos Ltd, Chairman of Brisbane based developer Devine Ltd and Director of CMI. He has chaired a number of QLD State Government Energy Review panels and was Chairman of the judging panel for the Premier of QLD's Awards for Export Achievement for 8 years.



## **Vernon Wills** Managing Director and CEO

Mr Wills was appointed Director of the company on 12 October 2010.

Mr Wills has had an extensive involvement in the training & education sector and established one of Australia's largest private training providers, Careers Australia Group, which recently sold to UK fund managers White Cloud for circa AUD \$112 million. Prior to Site and Careers Australia Group, Mr Wills has had an extensive career in investment and finance as well as building start up and early stage companies such as GoTalk Ltd and Dark Blue Sea.



## **Nicasio Alcantara** Non-Executive Director

Mr Alcantara was appointed Director of the company on 12 October 2010 and has been a director of Site Group Holdings Pty Ltd since June 2009.

Mr Alcantara is an experienced director with over 40 years' experience in both public and private companies and his diverse industry experience includes manufacturing, banking & finance, property, information technology, agriculture and power & energy.



## **Shaun Scott** Non-Executive Director

Mr Scott was appointed Director of the company on 2 August 2011.

Mr Scott is a Chartered Accountant with over 25 years of upstream and downstream experience in the oil and gas and energy sectors in Australia, Asia and the United States. He was Chief Executive Officer of Arrow Energy, until its recent acquisition by Shell and Petro China.

# Senior Management



## **Craig Dawson** Chief Financial Officer

Mr Dawson brings extensive financial management experience gained in ASX listed entities with both local and international operations in a variety of industries including media, financial services, gaming and wagering and most recently in the rapidly growing online sector.

Mr Dawson was CFO of Wotif.com for over 4 years as the group experienced rapid earnings growth, greatly extended its geographical reach and expanded its brands and products through both organic and acquisition growth.



## **Chris Gittens** Chief Commercial Officer

Mr Gittens prior to joining Site spent six years as the Managing Director of Australian Skills Training Group, a training group consisting of three entities delivering High Risk training throughout Australia, Singapore and Indonesia.

Mr Gittens has spent over two decades working in sea and shore based mechanical engineering positions from an apprenticeship through to senior engineer roles through Australia and the Asia-Pacific.



## **Blake Wills** Chief Operating Officer

Since commencing at Site, Mr Wills has managed the raising of in excess of \$10m in capital and executed the acquisition of three businesses.

Mr Wills has gained an extensive understanding of the Vocational Training Industry and has been instrumental in shaping Site's domestic business model. The academic background of Mr Wills included a Bachelor's degree in Finance and Economics and First Class Honours in Finance.



## **Brett McPhee** GM Site WorkReady

Mr McPhee was employed by Western Mining Corporation for 10 years in accounting and commercial roles. His last role was as Chief Accountant at St Ives Gold in Kambalda.

After leaving WMC in 1997, Mr McPhee worked for Tyco International Limited (US stock exchange listed) in Singapore as Finance Manager. In 2000, Brett established a consulting services business, providing commercial services to the mining, engineering and construction industries.



## **Shane O'Sullivan** GM Major Projects and Implementation

Mr O'Sullivan was formerly the Australasian Regional Manager of M&O Global, an Australian based training company providing safety and HSE training to the Oil, Gas and Offshore industries.

Previously Mr O'Sullivan held the position of the General Manager of Risktec Australasia and Singapore for 3 years, specialising in the delivery of Management of Major Emergency Consulting and training. Shane spent 22 years as a member of the ADF.



# Skills Training for Industry

Domestic Operations

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## Scope Expansion

Site Skills Training through its network of contract trainers and co-providers frequently delivers training from an expanded scope (not represented under domestic scope) via auspice agreements and shared

delivery. Further, Site Skills Training is constantly expanding its scope with an emphasis on expansion in to energy specific training encompassing gas testing and offshore work environments.

## Facility Based Training

Site Skills Training delivers high risk and short course training from its facilities in Brisbane (Head Office corporate training facilities), Darwin, Gladstone, Perth and on the Sunshine Coast.

Courses are typically run during the week however Site Skills Training is starting to offer weekend and night courses where there is demand.

Courses are run weekly with high demand from both the retail training market and companies looking to place individuals or groups through training.

Facility based training can also be inclusive of Verification of Competencies, required by employers before an individual commences on a new worksite.

## On-Site Training

Site Skills Training delivers on-site training throughout Australia with full time and contract trainers constantly deployed for delivery of Verification of Competencies and on-site high risk and short course training.

There is significant demand for this capability within most major projects and regions in Australia in combination with facilities located at major FIFO and DIDO hubs.

## Verification of Competencies

Site Skills Training delivers competency assessments, commonly referred to as Verification of Competencies (VOC's), in accordance with industry benchmarks including Health and Safety legislation, Australian Standards, company procedures and manufacturer instructions. Competency assessments include Vehicle Equipment Operator Procedures (VEOP), Challenge Testing, Authority to Operate, Move and Test and other competency assessments.

Independent VOC's allow companies to prove without a conflict of interest that they have provided a duty of care in ensuring their employees are competent to operate machinery or equipment.

Whilst delivering VOC's for numerous contractors and sub-contractors, Site Skills Training is approved to undertake BHP, RIO, INPEX (NT) and Bechtel (Wheatstone) Verification of Competency assessments.

## Nationally Recognised Short Courses

- » White Card
- » Work Safely at Heights
- » Enter and Work in Confined Spaces
- » Quick Cut Saw
- » Chainsaw Maintenance
- » Chainsaw Operations Level 1 to 3
- » ACDC Agricultural Chemicals Distribution Control Licencing
- » Apply First Aid
- » Occupational First Aid
- » Low Voltage Electrical Work Rescue
- » Standard 11 - Generic Safety Inductions
- » MSSS – Mine Site Safety Supervisor
- » G2 Risk Management
- » Safe Erection and Installation of Swing Stage Scaffolds
- » Safe Use of Swing Stage Scaffolds
- » Traffic Control
- » Traffic Management Level 2
- » Roller Operations
- » Skid Steer Operations
- » Backhoe Operations
- » Excavator Operations
- » Front End Loader Operations
- » Dozer Operations
- » Grader Operations
- » Operate a 4WD
- » Telehandler Operations
- » Scraper Operations
- » Supervisor On-Site Operations
- » Offshore Crane Operations
- » Health and Safety Representative Training (WA)

## High Risk Work Licenced Outcome Courses

- » DG Dogging
- » RB Basic Rigging
- » RI Intermediate Rigging
- » RA Advanced Rigging
- » SB Basic Scaffolding
- » SI Intermediate Scaffolding
- » SA Advanced Scaffolding
- » CN Non Slewing Mobile Crane
- » CV Vehicle Loading Crane
- » C2 Mobile Slewing Crane up to 20t
- » C6 Mobile Slewing Crane up to 60t
- » C1 Mobile Slewing Crane up to 100t
- » CO Mobile Slewing Crane over 100t
- » CT Tower Crane
- » WP Elevating Work Platform
- » LF Operate a Forklift Truck
- » CS Self Erecting Tower Crane (SETC)

## Nationally Recognised Qualifications

- » Certificate I in Resources and Infrastructure Operations
- » Certificate II in Civil Construction
- » Certificate II in Surface Extraction
- » Certificate III in Surface Extraction
- » Certificate III in Civil Construction
- » Certificate III in Civil Construction Plant Operations
- » Certificate III in Dogging
- » Certificate III in Rigging
- » Certificate III in Scaffolding
- » Certificate III in Horticulture
- » Certificate III in Parks and Gardens
- » Certificate IV in Training and Assessment
- » Certificate IV in Frontline Management
- » Certificate IV in Occupational Health and Safety
- » Certificate IV in Civil Construction Supervision
- » Diploma of Occupational Health and Safety

## Non-Accredited Industry Courses (these courses do not result in nationally recognised outcomes)

- » Health and Safety Representative Training (QLD, NT)
- » Restricted Asbestos Licence (WA)



# Darwin - Winnellie

## Meeting the Gap in the Training Market

Launched in July 2012, the Darwin facility was established with the understanding that we would see growing industry demand for the Northern Territory.

This strategy has paid off with Site Skills Training Darwin currently one of the fastest growing facilities supported by numerous achievements including

## About the Darwin Facility

The Site Skills Training Darwin facility at 142 Coonawarra Drive has a large single shed block with office attached to the front and full hardstand to the perimeter. There is an additional donga at the rear of the shed with extensive indoor and outdoor practical training space and 6 classrooms.

becoming a preferred training supplier of the INPEX Icthus project.

After signing an Agreement with ATI in June to deliver training from the INPEX funded Larrakia Trade Training Centre, Darwin is now the first location in Australia where Site Skills Training is operating out of two facilities.

The facility is supported by a strong and growing industry client base as well as from a young, new to industry retail market which is generating demand for a range of entry-level and advanced high risk and short courses.

# Gladstone - South Trees

## An Established Presence for Training

The Gladstone training facility has done well to establish a presence in the local market. The operations have expanded as from the bottom yard when launched to both lots necessitated by the increase in training through the facility.

As with all facilities, Gladstone has seen ongoing capital investment into equipment which has

allowed us to deliver the widest range and highest quality facility based training proven to be in demand by industry within the region.

Further, Gladstone has seen demand from industry for on-site training, becoming a hub for delivery on Curtis Island as well as throughout the Bowen and Surat Basins.

## About the Gladstone Facility

The Site Skills Training Gladstone facility at 17-19 South Trees Drive is a double-lot facility with two freestanding sheds, an office block and several dongas housing 5 classrooms. The facility has hardstand to the perimeter of both yards to allow for undercover and open air training.

There is a strong industry client base with high demand for on-site training in the region. Whilst there is a limited retail training market due to a small population and a number of competitors, there are opportunities to reach this market through schools and other education providers.



# Perth - Belmont

## Underlying Strength in Training Demand

The Perth training facility, backed by an experienced local team with strong market knowledge, has seen the strongest build-up across all facilities.

This has been supported by a prime facility location and strong demand by both the retail and corporate market throughout Western Australia, which can be

## About the Perth Facility

The Site Skills Training Perth facility at 72-80 Belgravia Street occupies a double-lot with two freestanding buildings, both with attached sheds. The total facility is 8,500m<sup>2</sup> with 15 classrooms and several covered and outdoor practical training areas.

regarded as more evolved in its demand for training as mining and construction has centrally supported business in the state for several decades.

The Perth facility has the largest contract trainer network and strongest demand of all facilities for retail and corporate training.

There is a substantial industry client base for facility based and on-site training throughout Western Australia. Perth also has a very strong retail training market creating high demand for a wide variety of courses with frequent delivery.

# Sunshine Coast - Landsborough

## Small to Medium Employers Supporting Retail Training Market

The Sunshine Coast training facility, unique to other facilities in its location and facility layout, is suited to the Sunshine Coast market which is more driven by regionally focused industry work. A lower concentration of projects in the direct vicinity of the

Sunshine Coast area and multiple support hubs for projects in the greater Southern Queensland region (Brisbane, Toowoomba and surrounding towns) means there is a stronger focus towards regional employers and the construction market.

## About the Sunshine Coast Facility

The Sunshine Coast training facility at 142 Forestry Road is located in the Sunshine Coast Hinterlands. The facility with over a hectare of land includes a training shed, multiple hardstand areas and freestanding offices and classrooms.

The environment is suitable for a wider range of courses in demand by local industry and the retail market, including 'dirty machinery', agriculture and chainsaw courses as well as the common high risk and short courses.





# Skills Training for Industry

International Operations

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## Tailored Australian Standard and International 'Best Practice' Training

Site Skills Training is capable of delivering Australian standard and or international best practice training.

The ability to deliver this training as per the clients need is important whereby, under international project conditions, no individual country accreditation may be required however site specific

## Competency Assurance Testing

The equivalent of Verification of Competencies in Australia, Competency Assurance Testing is in strong demand for projects internationally.

Competency Assurance Testing is required to ensure workers employed to operate machinery are capable

## Shared Facility-Based Delivery

With the Site Skills Training Clark Freeport Zone facility capable of housing over 1,000 live-in students at any one time, combined with extensive hardstand area to deliver tailored training programs, there is demand from companies to deliver their training programs with the assistance of our facilities.

## International On-Site Training

Similar to on-site training throughout Australia, Site Skills Training frequently has people delivering training at projects in other parts of the world.

## Shutdown Familiarisation Training

Site Skills Training has identified an opportunity to deliver shutdown familiarisation training from the Clark Freeport Zone facility.

Currently, when a project goes in to shutdown, crews will be flown in from around the world and undergo a familiarisation process while at the mine,

standards need to be met.

As there are unique conditions facing each project including equipment/machinery, local OHS laws and regulations and the operating environment, there is strong demand for high quality training.

of operating machinery and are aware of safe work procedures.

Competency Assurance Testing is frequently delivered via the Clark Freeport Zone facility as well as on-site internationally.

This allows Site Skills Training to allocate a training area whereby the company or project can install their own equipment for use by their candidates, which can then be used to assist training delivered by Site on behalf of other clients.

International on-site training delivers combined Competency Assurance Testing, tailored Australian Standard and International 'best practice' training.

adding to the project downtime and cost.

By providing a suitable and central off-site location for the teams to coordinate and undergo familiarisation training, once deployed they can minimise their on-site time and more efficiently complete a shutdown, saving project downtime and cost.

## Construction Courses

- » Roller Operations
- » Skid Steer Operations
- » Backhoe Operations
- » Excavator Operations
- » Front End Loader Operations

## Crane Courses

- » Mobile Slewing Crane up to 20t
- » Mobile Slewing Crane up to 60t
- » Mobile Slewing Crane up to 100t
- » Mobile Slewing Crane over 100t

## HSE Courses

- » White Card
- » Work Safely at Heights
- » Confined Space Entry & Rescue
- » First Aid
- » Low Voltage Electrical Work Rescue
- » Safety Inductions specific to company and industry

## Industrial Skills

- » Safe Erection and Installation of Swing Stage Scaffolds
- » Safe Use of Swing Stage Scaffolds
- » Telehandler Operations
- » Basic Rigging
- » Intermediate Rigging
- » Advanced Rigging

## Trades Training

- » Heavy Diesel
- » Welding and Fabrication

## Scope Flexibility

Site Skills Training is continuously adding Australian and/or internationally classified training to its delivery capability.

- » Dozer Operations
- » Grader Operations
- » Install Trench Support
- » Side Boom Operator

- » Tower Crane
- » Non Slewing Mobile Crane
- » Vehicle Loading Crane (Hiab)
- » Offshore Crane Operation

- » Risk Management
- » Rescue at Heights
- » Safety Leadership
- » Operate a 4WD
- » Manual Handling

- » Basic Scaffolding
- » Intermediate Scaffolding
- » Advanced Scaffolding
- » Elevating Work Platform/ Mobile EWP
- » Operate a Forklift Truck
- » Self-erecting Tower Crane (SETC)

- » Electrical
- » Camp Services

Further, auspice agreements and shared delivery allow Site to provide training as per the client need and beyond the direct scope of the company.

## Substantial Opportunities in International Training Market

There are substantial opportunities for Site Skills Training in the international market, with the Clark Freeport Zone facility shaping up as the perfect foothold to the international mining, energy, construction and camp services industries.

Since shifting focus in to the industrial skills training area and building an international business model around corporate training delivery, the Clark Freeport Zone has seen ongoing demand and growth in utilisation of the facility.

The Malampaya SPEG Training project largely reaffirmed this, placing Site Skills Training on the

world stage and showcasing capability of the facility, opening the door to numerous contracts for large projects internationally.

In the past twelve months Site Skills Training has increased its training delivery to on-site locations throughout the Middle-East, Asia and the Asia Pacific, Africa and Western and Eastern Europe.

The scope and quality of training has attracted attention from major international companies and governments, with agreements established for large training programs most recently the PNG Ipatas Foundation project.

## About the Clark Freeport Zone Facility

The Clark Freeport Zone training facility 65km north of Manila is a 300,000m<sup>2</sup> fully inclusive campus ideally placed to service the wider Asian, European and Middle-Eastern regions for training.

### Culinary Training

Commercial cookery facilities complete with training kitchens consisting of work stations with industrial gas hobs & ovens, under-counter holding refrigerators, and all necessary cookery utensils.

### Welding & Fabrication Training

Substantial welding bays for training and a number of additional welding bays for testing as well as multi-process welding machines with the capability for, Stick, DC TIG, MIG, Flux Core, and Arc Gouging.

### Electrical Testing and Training

Purpose built and powered electrical test benches as well as bays for diagnostics, calibration and testing.

### Mechanical Workshops

Automotive and industrial mechanical fitting set up with work benches and various tools and can be configured to suit a wide range of training programs and mechanical trade tests.

### Heavy Diesel Training Area

Very large undercover hardstand workshops and bays equipped with a comprehensive range of machinery and training aids. This includes hydraulic test rigs, diagnostic equipment, and range of Caterpillar engines on engine stands for pull down.



# Malampaya HSSE SPEX Training

# VU Trade Assessments

## Safety the Focus

The Malampaya HSSE Training Centre at Site Skills Training, Clark Freeport Zone, was established to deliver training on Health, Safety, Security and Environment (HSSE) to equip local workers with competencies necessary to execute fabrication yard and offshore work for Malampaya Phase 3 (MP3).

Since commencing delivery in September 2012, Site Skills Training has trained over 3,000 candidates for the Malampaya Deep Water Gas-to-Power Project.

This training has focused on HSSE with practical safety awareness courses including working at heights and confined spaces.

These courses have been vital in establishing a safety culture for the project's workers to improve work conditions in the Philippines and to meet a standard expected by Shell and the international oil and gas industry.

## Expansion of Training Services with Trade Assessments

In November 2012, Victoria University (VU) and Site Skills Training signed an agreement to jointly conduct trade assessments at the Site Skills Training Clark Freeport Zone facility.

This partnership saw the facility recognised as a preferred location for trade assessments by VU who are one of only three organisations authorised by Trades Recognition Australia (TRA) to conduct skills assessments for persons seeking temporary 457 visas or permanent migration to Australia.

The partnership also enables VU to deliver skills assessment services for their programs using the Clark Freeport Zone facility, increasing the level of training and range of equipment at the facility which can be utilised by Site Skills Training and our clients.



# PBU Cookery and Camp Services

# Ipatas Foundation Training Pilot

## Training Pilot for Provision of Skilled Labour to Leading Global Company

Completed in December 2012, an eight week pilot program was run to deliver cookery and camp services for Indonesian Company PT Prasmanindo Boga Utama (PBU).

PBU, a subsidiary of Compass Group, undertook the program to up-skill personnel from existing PBU operations in Indonesia with candidates coming from offshore platforms in the Natuna Sea through to coalmining operations in East Kalimantan.

The program successfully trained candidates in leadership skills combined with practical knowledge

of food safety procedures including hygiene and preparation as well as preparing and implementing menus and catering for large groups.

The program showcased the facilities capability to develop bespoke training packages in associated camp services in addition to the traditional focus of semi-skilled and skilled trades and competencies for Mining, Oil & Gas and Construction.

## PNG Training Pilot to Skill Local Workforce

An agreement signed in May 2013 by the Ipatas Foundation, Orion Group and Site Skills Training established the Ipatas Foundation Training Pilot for the training and development of PNG nationals.

The Ipatas Foundation is a non-profit organisation established by the Enga Provincial Government of Papua New Guinea, from which a total of 120 PNG Nationals in the Enga Province are to undertake an intensive twelve month training program.

All selected candidates are recognised as ambassadors for their country who underwent

rigorous pre-screening during the selection process to be awarded the opportunity to receive training.

Once completing the program, candidates will be qualified with either a Certificate II in Engineering (Mechanical Trade), a Certificate II in Engineering (Fabrication Trade) or a Certificate III in Hospitality (Commercial Cookery).

Successful delivery of the program and completion by the candidates will open the door to further PNG nationals being trained by Site Skills Training at Clark or via other facilities in PNG.



**Ipatas Foundation**  
contributing to the development  
of Papua New Guinea

ISOLATION / PREPARATION WORK SITE  
GAS TESTING

PREPARATION OF TOOL & EQUIPMENT

OPENING OF MANHOLE

INSTALLATION OF LIGHTING & VENTILATION

ENTRY & EXIT POINT

\* PINCH / BODILY INJURY  
\* FIRE, GAS INHALATION

\* DROP, OBJECT, INVALID TOOLS & EQUIPMENT  
INADEQUATE INSTRUCTION

\* PINCH, CAUGHT IN BETWEEN  
GAS RELEASE

\* ELECTRICUTION / SUFFOCATION

\* TRIPS, FALL & SLIPS

\* INCOMPETENCE / LACK OF SLEEP / FAMILY PROBLEM  
AND SCHEDULING / POOR PROCEDURE & PRACTICE

PERFORMED BY AUTHORIZED PERSONNEL  
AUTHORIZED & TRAINED GAS TESTER

PROPER COMMUNICATION, TOOL BOX  
TOOLS & EQUIPMENT

AUTHORIZED GAS TESTER

TRAINED PERSONNEL  
AUTHORIZED PERSONNEL



# Source Train Deploy

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# Business Unit Growth

## Growth Limited by Hostile Recruitment Conditions

Site WorkReady has managed positive expansion of its recruitment operations through what has otherwise been a very difficult recruitment period for the wider Australian market.

The current barriers to 457 visa demand have been the result of a shifting government regulatory environment with a recovery not expected until the first half of FY2014.

The Australian government focus on 457 Temporary Work Visas put up many barriers creating a gap in general short-term willingness by the market to utilise the channel to satisfy skilled labour requirements.

This gap in the market, while impacting significantly on the core business, provided an opportunity for Site WorkReady to diversify the nature of its offering while building a future client base.

Site WorkReady has now successfully deployed

## Ongoing Recruitment Demand

The strongest demand for skilled labour remains in the mining and energy sectors, primarily around skilled welders, with increasing demand being seen for camp services staff including hospitality workers.

The agreement signed with Victoria University and Site Skills Training in November last year has improved Site WorkReady's ability to service the 457 visa market by simplifying the link between training and assessing out of the Clark Freeport Zone facility.

This has also provided greater scope for cross-selling Site WorkReady's services when the facility is utilised

individuals for project specific work into regions including the Middle -East, South-East Asia, Europe and the Asia-Pacific region, a service which will continue to grow in demand as Site moves further in to the international market.

With time, the 457 market is expected to warm up again with industry demand for highly specialised skillsets still at an unserviceable level.

The establishment and growth of Site Skills Training has uniquely positioned Site WorkReady along with the Clark Freeport Zone facility now approved to deliver visa trade assessments via Victoria University.

The client base being serviced by both companies is testament to the close relationship recruitment and training have in industry and how the services can truly complement each other when the right approach is taken.

by other suppliers to trade assess individuals on the 457 visa program.

Internationally there is also large demand for sourcing skilled labour for projects and separately on a long-term support basis in areas including hospitality, housekeeping and care services.

The international market will continue to present numerous opportunities for the diversification of Site WorkReady's recruitment services, backed by the ability to up-skill these individuals through the Site Skills Training Clark Freeport Zone facility.

# Source - Train - Deploy Model

## Simplifying the Recruitment Agenda

Source-Train-Deploy has redefined Site WorkReady's recruitment cycle to ease the understanding of a long-winded process.

The recruitment process includes over 35 individual steps across various stages of interaction between the client, the individual, immigration lawyers and government departments from Australia and the country of origin.

Redefining this process under the Source - Train - Deploy model has simplified the understanding of these steps and opened up a channel in the market of small to medium operators who have been interested in recruitment but previously hesitant.

Site WorkReady has seen growth in its market as a result of this process while in the same period political focus on 457 Temporary Foreign Labour Visas has put up many barriers resulting in a short-term hiatus from the market to utilise the channel for satisfying skilled labour requirements.

With employing individuals on a 457 visa an expensive process, a majority of employers currently utilising this service are looking for individuals they can trust have the right skills and who are capable and willing to stay on for the full visa term.

