

**Contractor Training  
Challenges and Opportunities in a tough market**

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## Where are we?

- 280 employees across
  - Mackay, Qld (Head Office)
  - Brisbane, Qld
  - Chinchilla, Qld
  - Singleton, NSW
  - Kalgoorlie, WA



## **Current Business Sectors Serviced**

- **Mechanical Field Service – Mining, CSG/LNG and Energy sectors**
- **Workshop Rebuilds / Overhauls – Mining, CSG/LNG, Energy and Civil Construction sectors**
- **On Site Repairs and Maintenance - Mining, CSG/LNG and Civil Construction sectors**
- **Crane Hire – Mining, Civil Construction, Energy and CSG/LNG sectors.**
- **Labour Hire – Mining, CSG/LNG, Energy, Refractory, Rail and Civil Construction.**
- **Specialised – Specialised Lifting/Refractory/Membrane/HDPE Lining Services.**
- **Haynes Auto Glass – Mining, CSG/LNG sectors.**

**“No one’s making softer rocks”**



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## Workshop Overhauls, Rebuilds and Components



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**Field Service and on-site labour  
casual and rostered roles**



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## **Who are we? – Some context**

Multi disciplinary business

- Heavy Mobile Equipment overhaul and repair specialists
- Workshop facilities in Mackay Qld, Singleton NSW and Kalgoorlie WA
- Field Service capability
- Labour resourcing across industries but with a historically strong Bowen Basin coal industry presence and strong reputation in the Diesel Fitting space



## **Who are we? – Some context**

### Trade Training focus

- 20 year history of commitment to apprentice training
- Currently 18 apprentices – predominately Diesel Fitting
- 3 commenced in January 15
- 115 work experience placements in 2014
- Hosted apprentices, Rio Tinto, BMA, Anglo, Thiess
- Compete strongly against pure “body shop” Labour Hire businesses who simply advertise for tradespeople





## **Challenges & Opportunities in the “New Normal” environment**

- “Challenge the supply chain” mantra
- Good Cop / Bad Cop – Procurement / Operations
- Appreciating the value of a contracting organisation that actually trains
- The labour rate / skills shortage nexus. Where’s the tipping point
- Tank without a gun
- Profit isn’t a dirty word, it assists focus and safety



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## “Challenge the Supply Chain”

- “Challenge the Supply Chain” should not mean strip the supply chain
- “Don’t cut into the muscle”
- Partnerships, history and ethical behavior still matter!



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## Good Cop / Bad Cop The Procurement / Operations trick



- There is a price point where quality, service and most importantly safety suffers
- Operations have a sounder knowledge of where that point is



## Appreciating the value of training

- Our safest tradespeople are the ones we train ourselves
- Labour procurement decisions should include weighting for organisations that are adding to the gene pool
- Appreciation of costs involved in maintaining facilities and training programs



## The labour rate / skills shortage nexus. Where's the tipping point?

- In certain classification and areas we have a labour shortage
- Lifestyle patterns have changed across the Bowen Basin
- There is a \$ per hour tipping point
- People aren't on the couch waiting for the phone
- Operators with significant and crucial maintenance outage or breakdown response needs are exposed
- Partnerships and relationships (and training) still matter



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A tank without a gun



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## Profitability, training and safety

