IQA Update

Kylie Fahey (CEO)

Agenda

- Economics conditions

- Challenges in Australia

- IQA strategic plan 2023-2026

- IQA education framework

- Collaboration with NZ

Infrastructure pipleline

• Albanese Government committed to the $120 billion rolling 10-year pipeline.

• Thriving Suburbs Program - $200 million over two years from 2024-25

• $150 million urban Precincts and Partnerships Program

• Olympics - up to $2.5 billion for the Brisbane Arena development and up to $935 million new or upgraded (partnership with the Queensland Government)

• Review - fixing the backlog. This review is to allow all levels of government time to consider the projects that are actual priorities and assess their cost and deliverability in the current climate.

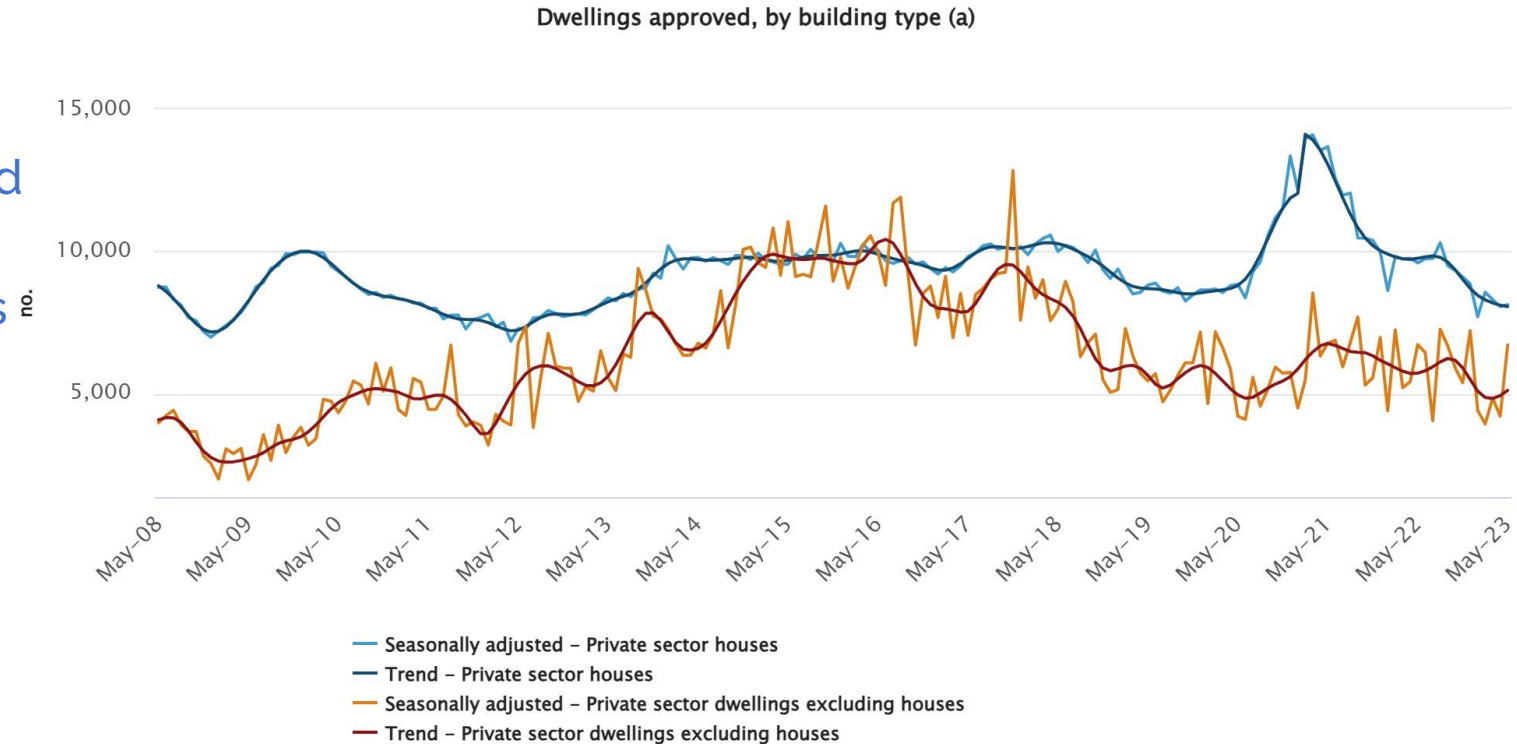• Challenges Shane and I spoke about last year are still there.

All groups CPI, Australia, annual movement (%)
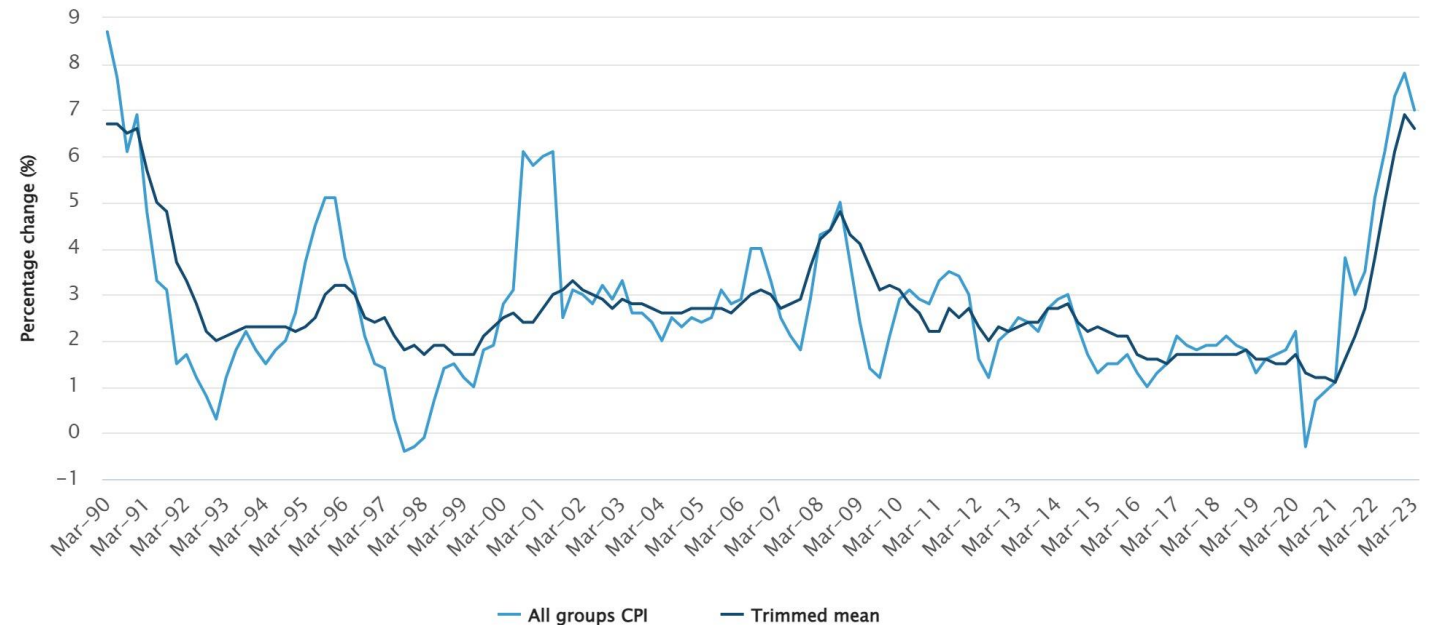
Source: Australian Bureau of Statistics, Consumer Price Index, Australia March Quarter 2023

Dwellings

- Dwelling approvals decreasing

- COVID "HomeBuilder" incentive extended until 30 June 2025

- Dozens of large construction companies into administration

- Labour shortages

Dwellings approved, by building type (a)

Legend:
— Seasonally adjusted – Private sector houses
— Trend – Private sector houses
— Seasonally adjusted – Private sector dwellings excluding houses
— Trend – Private sector dwellings excluding houses

a. Trend break added to 'Private sector houses' trend series for February 2021

Source: Australian Bureau of Statistics, Building Approvals, Australia May 2023

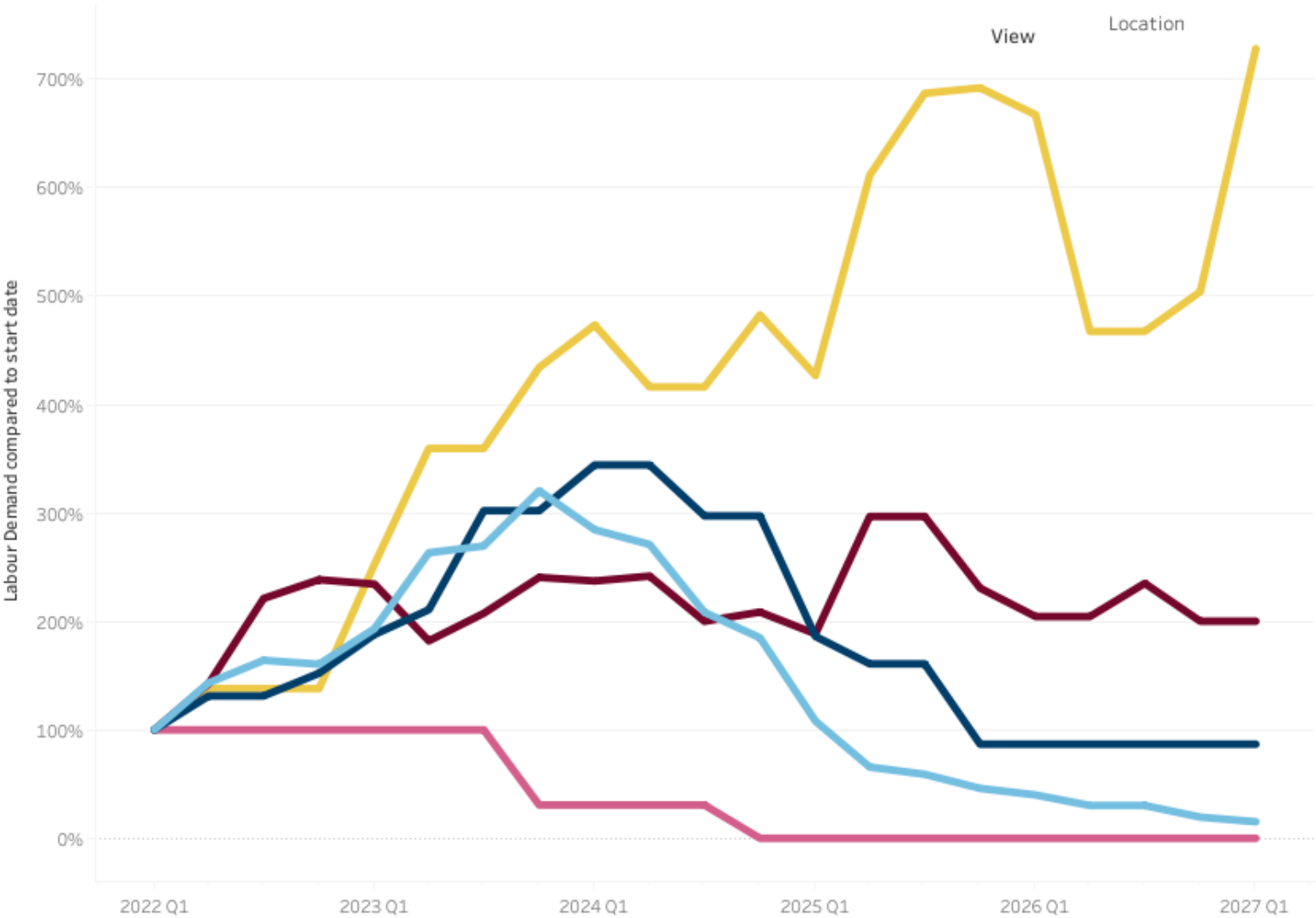# PIPELINE FORECAST BY LABOUR DEMAND – OTHER INFRASTRUCTURE

IQA Strategic Plan 2023-26 Addressing Our Challenges

IQA STRATEGIC PLAN: 2023-2026

VISION	Thriving communities supported by a sustainable industry.
PURPOSE	Educating and connecting people engaged with the extractive and associated industries.

STRATEGIC PRIORITIES	Support industry participants with compliance and regulation.	Build a diverse and skilled industry workforce.	Foster strong industry connectivity.
PROJECTS & STRATEGIES	• Inform changes to policy and regulation governing industry workforce skills, competency, and training requirements. • Work collaboratively with regulators to develop a coordinated approach to regulation implementation. • Support industry best-practice in regard to compliance and regulation.	• Position the sector as a career of choice for existing and new participants from diverse backgrounds. • Implement upskilling pathways for new industry entrants. • Deliver high-quality, targeted, and accessible education and continuing professional development. • Provide access to support function services and tools.	• Connect industry via a contemporary program of events, education, and activities that powerfully engage the full diversity of the industry. • Nurture vibrant and engaged industry networks that enable people to connect directly. • Celebrate and share innovation and best practice to inspire improved industry outcomes.

Our Challenges

Environmental, Social and Governance (ESG)

- ESG is a key risk for industry

Approvals

- Access to new materials
- Changes to existing approvals

Our Challenges

Ensuring the Health and Safety of our people

- 6 states and 2 territories – differences in legislation
- Changes in requirements ie health screening and monitoring

Diversity and Inclusion

- Aging profile – 5 to 10 years significant retirement
- Underrepresentation of females
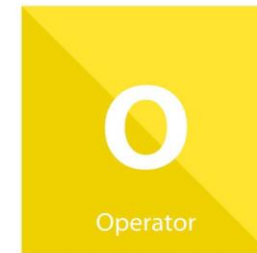- Underrepresentation of other groups

Our Challenges

Skills Shortages

- Attracting and retaining skilled staff, especially operators
- Shortages of Quarry Managers and succession planning
- Competition with the Australian mining industry + "greener" industries for talent

The Institute of Quarrying Australia (IQA) has developed a framework which identifies five essential competency areas, relevant to all levels of the quarrying industry.

IQA COMPETENCY FRAMEWORK

- SAFETY & RISK MANAGEMENT
- LEADERSHIP & MANAGEMENT
- EMERGENCY MANAGEMENT
- OPERATIONS
- PERSONAL EFFECTIVENESS

Targeted Education

Targeted Education

Educating and connecting people engaged with the extractive and associated industries

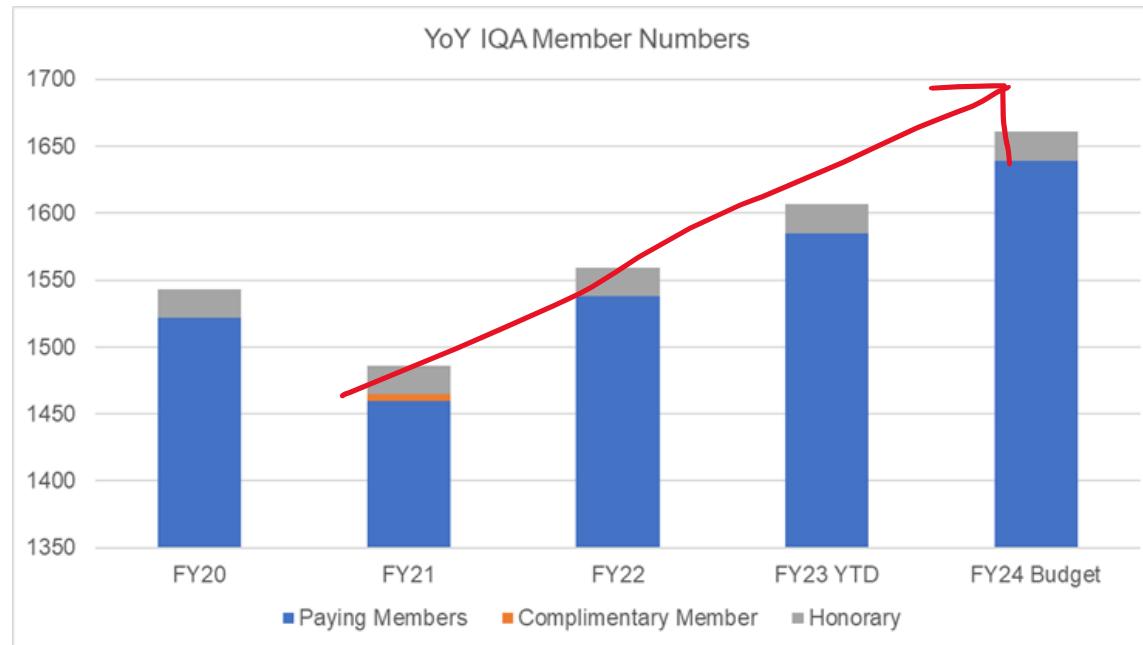| COURSE	DURATION	CPD HOURS	IQA CATEGORY	NSW MOC CATEGORY	QLD PCS CATEGORY
Respirable Crystalline Silica	1 day	5.5	Risk Management	1. Mining and WHS Systems (Subject B: Principal hazards)	Health & Safety (HS)
Introduction to Quarrying	1/2 day	3.5	Technical Training	NA	NA
Quarry Materials Production & Quality Management	1 day	6.5	Technical Training	NA	NA
Reasonable Cause: Drug and Alcohol Awareness	4.5 hours	3	General WHS	5. General WHS	Health & Safety (HS)
Slope Stability	1 day	7	Risk Management	1. Mining and WHS Systems (Subject B: Principal hazards)	Health & Safety (HS)
Electrical Awareness	1/2 day	3.5	Technical Training	1. Mining and WHS Systems (Subject C: Principal control plans)	Health & Safety (HS)
Supervising for Safety	1 day	7.5	Leadership and Management	4. Leadership and Management	Health & Safety (HS)

Online – flexible access

- Research to select an online platform

- Delivery of learning online

- Model to accommodate third party programs

- Scalable

Membership – 1600+

OPERATIONAL PRIORITIES

Deepen Industry Participation	Sustainable Revenue Streams	Highly Capable Team	Technological Innovation	Effective Engagement	Great Governance
• Implement an Employer Membership category to deeper penetration into each employer. • Implement a high-value vendor partnership and sponsorship offering to drive member value and revenue. • Deliver individualised value to our diverse market segments to grow engagement and membership. • Engage industry in education and programs aligned to career pathway progression. • Develop and leverage leading industry content to broaden and deeper engagement.	• Implement a program of works that creates sustainable revenue streams. • Implement processes, education, and support to build a culture of financial sustainability throughout the organisation and its components. • Increase revenue by enhancing our business development and sales capability and capacity.	• Ensure we have the capacity and capability to successfully deliver the strategy. • Foster effective cross functional collaboration and a safe, innovative, and productive culture. • Use feedback and data to better inform reporting, decision making and financial management. • Decrease costs and increase productivity by using technology to streamline processes.	• Implement technology that enables effective execution of the strategy across all organisational functions. • Leverage technology to optimise the retention and attraction of members. • Leverage technology to simplify the path to purchase and maximise lifetime spend of industry participants.	• Implement clear positioning and branding to ensure consistency and improve ROI on marketing. • Deliver innovative and consistent event programming that drives ongoing industry engagement. • Implement tailored and engaging communications that use a broad range of channels and leverage industry participant networks. • Broaden the use of technology for networking and education by industry.	• Implement pathways to nurture future association leaders. • Align committee and interest groups to vision and priorities of the IQA, state regulation and industry need. • Review governance mix to ensure skilled representation and effective succession planning.