



# OPPORTUNITIES GALORE

## Alcoa is committed to developing its staff



David Monahan commenced his career in 1982, as a bright eyed Geelong teenager straight out of school, securing an apprenticeship with one of the nation's largest employers — Alcoa of Australia. Twenty six years on, David is the human resources business partner for Alcoa's Point Henry site.

"It's been quite a journey, but with a lot of hard work, establishing a few personal goals and a supportive employer, it's been a dream come true," David said.

"After finishing school, my initial career goal was to secure an electrical apprenticeship, but after completing my apprenticeship and experiencing a number of other roles I accepted the challenge of a temporary role with Alcoa's human resources team.

"And this instigated my HR career. With the full support of Alcoa, I completed a Business Degree through Monash University and secured a permanent position within its HR area."

Alcoa spends more than \$22 million annually on training. From apprenticeships, traineeships, professional development and community training programs, Alcoa builds the skills and abilities of its employees and local communities.

"Now in a HR management position, I'm committed to ensure similar opportunities are made available to other Alcoa employees.

"Often people think my story is a bit of a one-off, but working closely with employees' training needs, I see similar stories over and over again," David said.

Alcoa is also renowned for its flexible work arrangements and its focus on work-life balance.

David said Alcoa was committed to providing flexible work arrangements and work-life balance to help employees with important family needs.

Statistics support this commitment to flexibility where an impressive 90 per cent of women employees who take maternity leave, return to work with Alcoa.

"Our family policy and flexible work arrangements which include, paid parental leave, the

possibility to job share, part-time work, flex time, work from home and flexible start and finish times are just a few of the benefits which contributed to Alcoa being named an 'Employer of Choice for Women' by the Federal Government's Equal Opportunity for Women in the Workplace Agency in 2008, for the seventh consecutive year."

David said the industry had been traditionally male dominated, but certainly over the past decade we have seen and welcomed women taking on key roles within the organisation.

"Encouraging diversity and providing opportunities for women to realise their career potential have been central strategies to improving Alcoa's sustainability and success for a number of years.

"We also have a women's network which aims to develop female managers through networking, mentoring opportunities and leadership development programs."

Alcoa also prides itself on the fact that 60 per cent of its staff have worked for Alcoa for more than 10 years, with many employees having spent in excess of 25 years with the company.

David concluded by saying that Alcoa provides great opportunities across Victoria, which can lead to world-wide opportunities. It operates in an ever challenging environment, where it's continually confronted with the need to develop new technology, processes or programs to compete in the world market.



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**Alcoa of Australia – creating career opportunities for women in Victoria.**

“Our employees are challenged on a daily basis, whether it’s developing new technology or refining processes, we continually strive to improve the way we do our jobs.”

So if you’re looking for a challenging and rewarding career, head to Alcoa’s website, and see what’s waiting for you — [alcoa.com.au](http://alcoa.com.au)