

## Careers in Australia

### Employer of choice

To attract and retain the best people, Alcoa Australia provides competitive remuneration and benefits packages, a diverse and inclusive work environment, rewarding employee volunteering initiatives, a strong safety culture and a commitment to work-life balance.



### Remuneration and benefits

Competitive remuneration forms only one part of the employment package. An impressive range of benefits are also offered to Australian employees. These include, but are not limited to:

- 14 per cent superannuation
- Performance pay and incentive compensation programs
- Salary sacrifice options for voluntary superannuation and novated vehicle leases
- Alcoa Employee Share Scheme (share purchase program)
- Opportunities for global, interstate, inter-site work
- Workplace volunteering
- Personal accident insurance
- Private health insurance at corporate rates
- Free of charge Employee Assistance Program (for employees and family members)
- Employee Suggestion Scheme with financial rewards
- Training and professional development opportunities
- Time-off and financial support for approved educational courses
- A range of family friendly shift rosters
- Generous leave entitlements, including 16 weeks paid maternity leave and two weeks paid paternity leave if required
- Flexible working hours by agreement (including part-time and job share opportunities)
- Access to employee operated social clubs

*NB: the above mentioned benefits may not be applicable to all roles.*



### Talent entry programs

A range of student and employment programs exist to attract the best talent to run our operations today and as leaders of tomorrow. These programs, when offered, will be advertised via the Alcoa website and Workday and include:

#### Graduate Program

Graduates play an important role in the company's future – we consider them tomorrow's leaders. We employ graduates with initiative, ambition, energy and those who understand the importance of team-work. We seek future leaders who are committed to excellence and have a strong academic record. We also look for people with demonstrated problem solving and communication skills and an interest in extra-curricular activities. Graduate Program applications are welcome from people with a relevant undergraduate university degree (or similar), or who have a maximum of six months left before completing a degree.

#### Apprenticeship Program

Our Apprenticeship Program trains people to become qualified in a particular trade. Experience is gained in a variety of tasks via on-the-job training at our operational sites. The three and four year programs also involve up to 36 weeks off-the-job training. At completion, participants receive a nationally recognised trade certificate.

#### Traineeships

Our nationally accredited traineeships aim to improve employment prospects and widen career options for participants. Traineeships run for an average of 12 months, sometimes longer depending on the specific nature of the traineeship. While there is no guarantee of a permanent job with Alcoa at the end of the traineeship, participants benefit from increased employment, education and training prospects, as well as paid employment for the duration of the traineeship. Thirteen weeks off-the-job training and a Certificate of Attainment is also received.

#### Vacation Students Program

Vacation students participate in a 12 week paid program specifically designed to optimise their exposure and practical experience in their chosen discipline. Students are chosen who have a strong academic record, initiative, ambition, energy and team orientation. Vacation students work alongside a mentor and manager who assist and coach them through selected projects, ensuring they gain the hands-on experience they are looking for. Alcoa views successful vacation students favourably when considering candidates for the Alcoa Graduate Program - a program which can provide the key to a successful career.