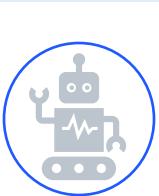




Advancing Workforce Management

A series of thin, light blue geometric lines and shapes are overlaid on the dark blue background. These include a large, smooth curve in the upper right, several intersecting lines forming a diamond shape in the lower right, and a few shorter lines extending from the bottom center.

2024 WFM Roadmap Themes



**Seamless workflows
through
automation**



SELF SERVICE



**Worker Led
Accountability**



**Onboarding
Transparency**

Seamless workflows through automation

How do we simplify the administrative overhead?

What functions could be achieved through automation?

Why Automation

Training:

Large numbers of enrollments

Complexity:

Competency requirements

Training Management:

Classroom

Auto Enrolment

- Auto-Enrol to mandatory online training July 2023
- Reduce manual enrolment to online training
- Matched to Auto Assigned Roles

Worker's Competency
Risk Management Procedure

 In Progress

| | |
|-------------|---------------------------|
| Person | John Citizen |
| Competency | Risk Management Procedure |
| Type | Safety.Trained |
| Location | |
| Issue Date | 18 Apr 2023 |
| Expiry Date | 18 Apr 2026 |
| Active | ✓ |

Comment
Auto assigned for training enrolment during Role assignment (Online Security Training TEST [ID=27306])

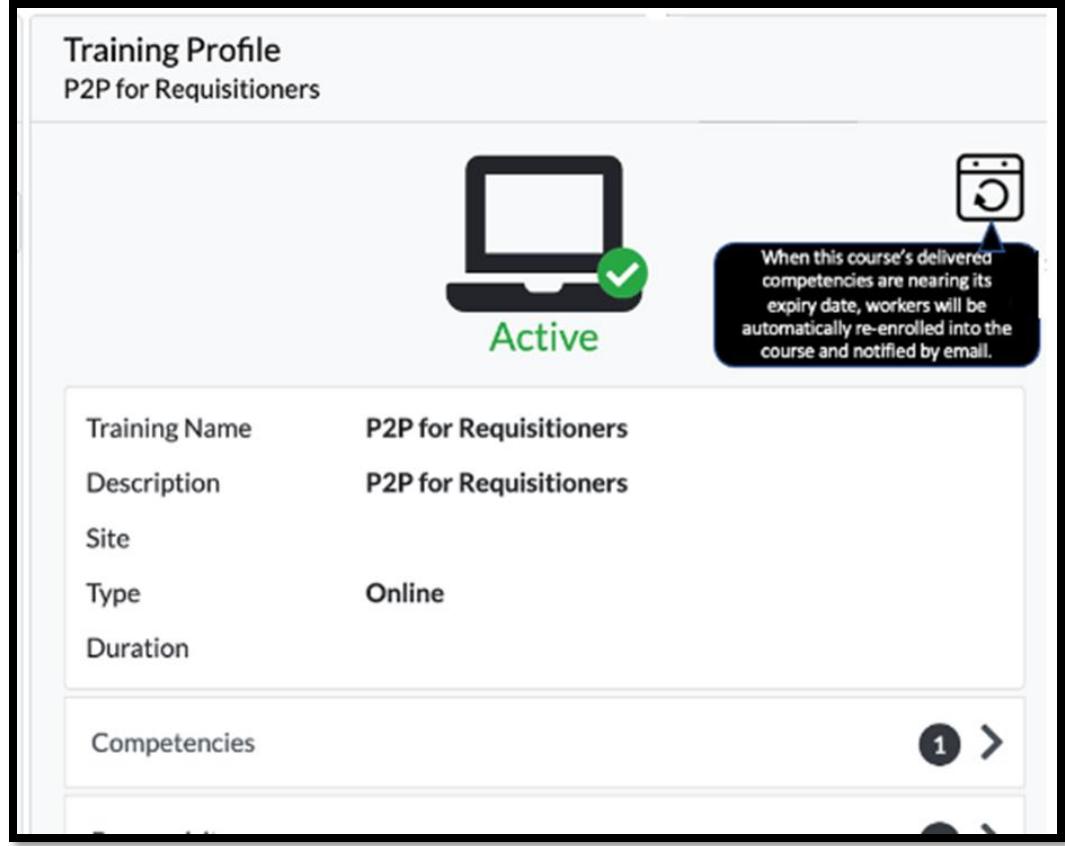
Progress Incomplete

 Train >

Documents + Add Document

Auto Re-Enrolment

- Auto Re-enroll – delivered in July 2023
- Applied to free online training
- Ensures that workers complete training without the need to re-enroll a second time

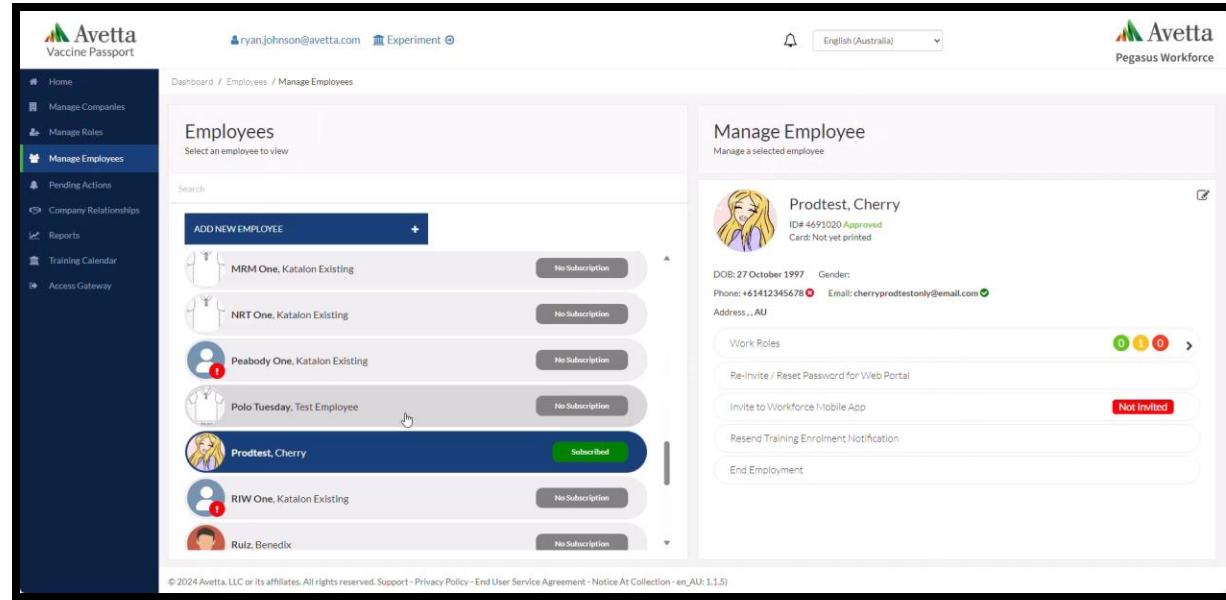


The screenshot shows a 'Training Profile' for 'P2P for Requisitioners'. The profile is marked as 'Active'. A callout box explains that when course competencies near their expiry date, workers will be automatically re-enrolled. The profile details include:

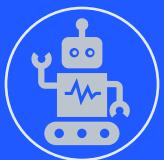
| | |
|---------------|------------------------|
| Training Name | P2P for Requisitioners |
| Description | P2P for Requisitioners |
| Site | |
| Type | Online |
| Duration | |
| Competencies | 1 > |
| Enrolments | 1 > |

Auto Invite to WMA

- Delivered May 2024
- Reduce manual admin to get mobile app into workers hands
- Efficiency improvement



2024 WFM Roadmap Themes



Seamless Workflows
through
Automation



SELF SERVICE



Worker Led
Accountability



Onboarding
Transparency

Self Service

Leading workforce management software does more than automate basic processes

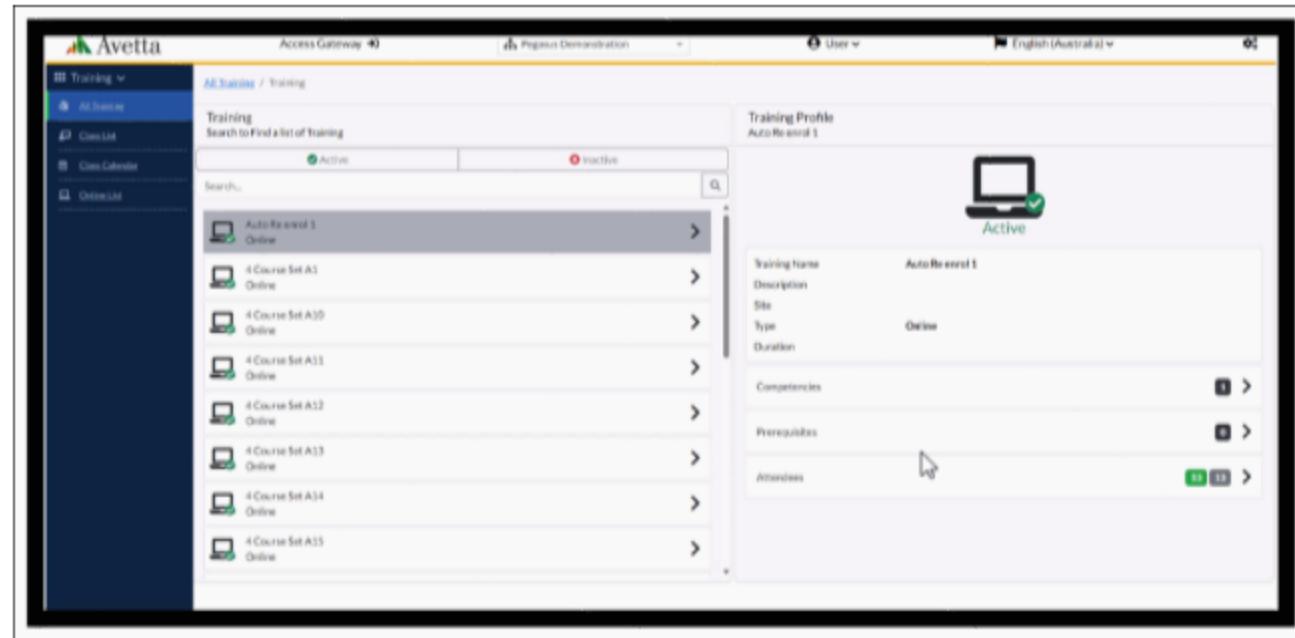
What features could our clients and suppliers manage themselves?

Empower users to make decisions

What can workers do themselves?

Pre-Requisites

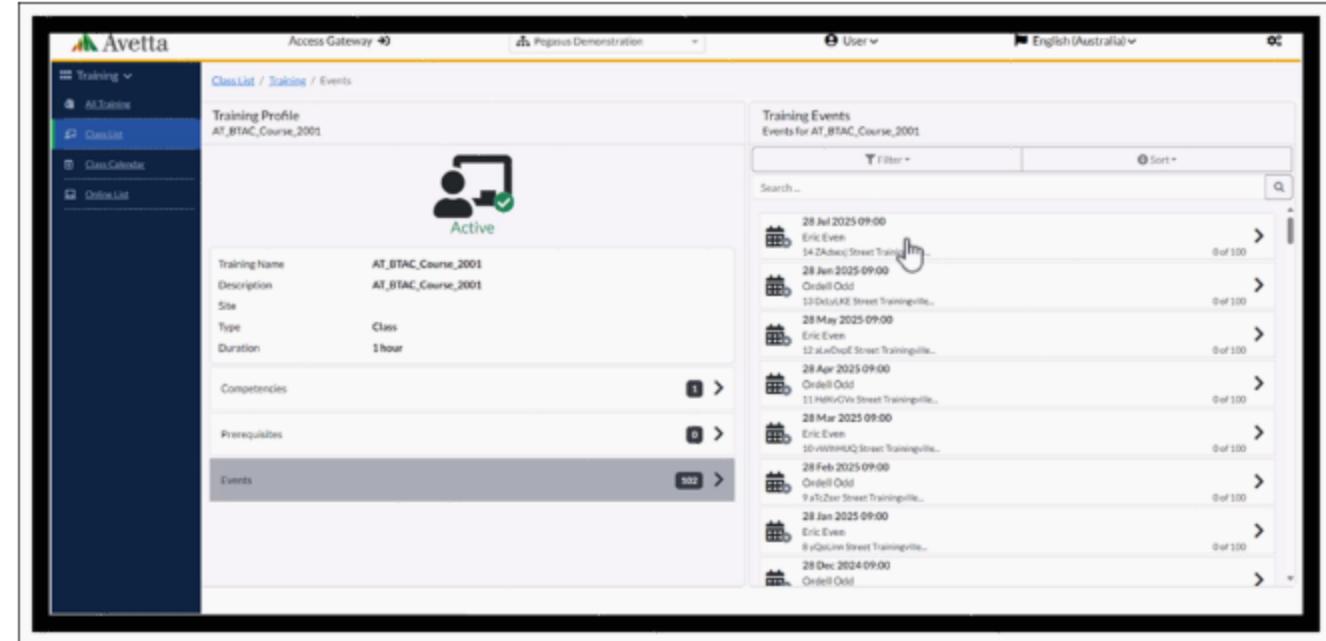
- Pre-reqs Feb 2023
- Training & Assessment
- Reduce the admin load
- Less Management from one competency to the next



The screenshot shows the Avetta Access Gateway interface. The left sidebar has a 'Training' section with a 'RECORDS' tab selected. The main content area shows a list of training items under 'Training' and a detailed 'Training Profile' for 'Auto Record 1'. The profile includes fields for Training name (Auto Record 1), Description, Site, Type (Online), Duration, Competencies, Prerequisites, and Attendees. The 'Prerequisites' section is currently selected, indicated by a cursor icon. The 'Attendees' section is highlighted with a green box.

Bulk Transfer & Remove Classroom events

- Bulk Transfer/Remove attendees from training events – Nov 2023
- Bulk Transfer/Remove – No Event Selected – Feb 2024

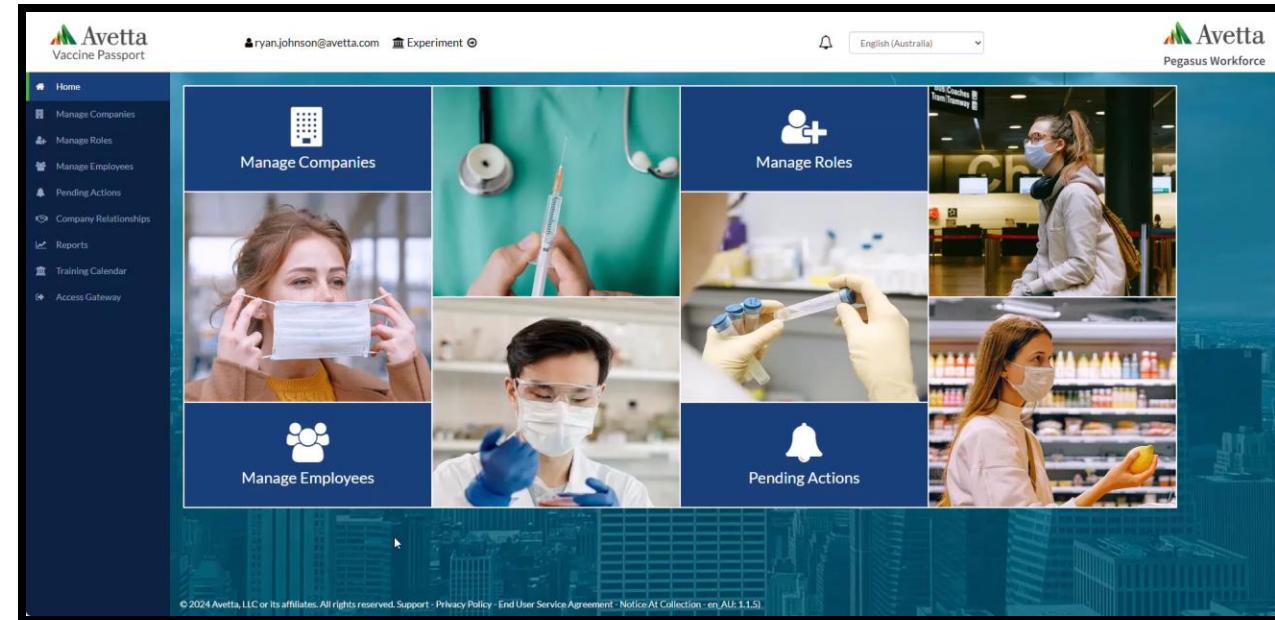


The screenshot shows the Avetta Access Gateway interface. The top navigation bar includes 'Access Gateway', 'Paganus Demonstration', 'User', and 'English (Australia)'. The left sidebar has a 'Training' section with 'All Trainees', 'Class List' (which is selected and highlighted in blue), 'Class Calendar', and 'Online List'. The main content area is titled 'Training Profile AT_BTAC_Course_2001' and shows an 'Active' status with a green checkmark icon. Below this, there are sections for 'Training Name' (AT_BTAC_Course_2001), 'Description' (AT_BTAC_Course_2001), 'Site', 'Type' (Class), 'Duration' (1 hour), 'Competencies', 'Prerequisites', and a 'Events' section. The 'Events' section is highlighted with a grey background. To the right, a large list titled 'Training Events' shows a table for 'Events for AT_BTAC_Course_2001'. The table includes columns for 'Event Date', 'Attendee Name', 'Location', and 'Count'. The table lists 12 events from July 2025 to December 2024, all of which have a count of 0. A mouse cursor is visible over the first event in the list.

| Event Date | Attendee Name | Location | Count |
|-------------------|---------------|-----------------------------------|----------|
| 28 Jul 2025 09:00 | Eric Evans | 14 Zebra Street Trainingville | 0 of 100 |
| 28 Jun 2025 09:00 | Orville Odd | 32 Delux KE Street Trainingville | 0 of 100 |
| 28 May 2025 09:00 | Eric Evans | 12 AvonDoe Street Trainingville | 0 of 100 |
| 28 Apr 2025 09:00 | Orville Odd | 11 ParkCiv Street Trainingville | 0 of 100 |
| 28 Mar 2025 09:00 | Eric Evans | 10 VictoriaQ Street Trainingville | 0 of 100 |
| 28 Feb 2025 09:00 | Orville Odd | 9 Zebra Street Trainingville | 0 of 100 |
| 28 Jan 2025 09:00 | Eric Evans | 8 Victoria Street Trainingville | 0 of 100 |
| 28 Dec 2024 09:00 | Orville Odd | | 0 of 100 |
| 28 Nov 2024 09:00 | | | 0 of 100 |
| 28 Oct 2024 09:00 | | | 0 of 100 |
| 28 Sep 2024 09:00 | | | 0 of 100 |
| 28 Aug 2024 09:00 | | | 0 of 100 |
| 28 Jul 2024 09:00 | | | 0 of 100 |

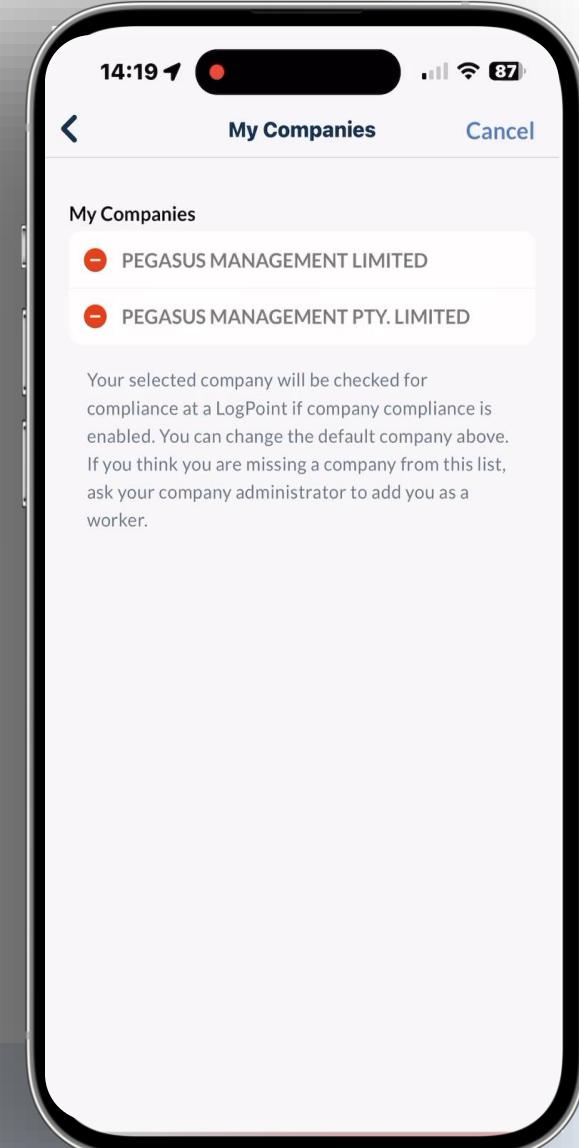
Resend Training Notification

- Delivered – March 2024
- Assists the Supplier Admin in worker training
- Enable a self-service model



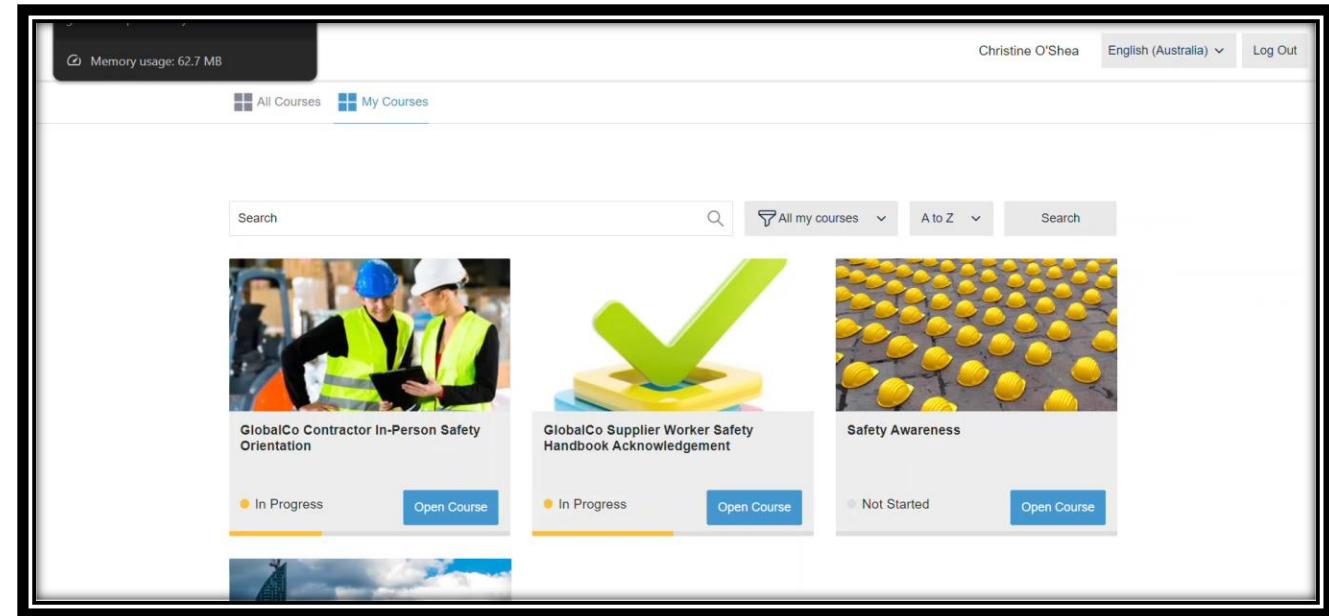
Manage Supplier Companies

- Delivered – Q2 2024
- 11% of calls >Add and Remove a company
- Single touch Connect



Mark Classroom

- Delivered – Q1 -2024
- Allow client users to assign results at Classroom sessions
- Full control over grading learners
- No delays in updating competencies
- Assign results individually or in bulk



LMS Approval Unit

- Delivered Q1/Q2 – 2024
- Course settings force sequential unit access.
- Achieve a final course completed status (passed or failed).
- Approver can grant authorization for learners to move forward
- Learners are informed of outcomes by email

GlobalCo Driving Awareness

In Progress

Completion Steps

GlobalCo Driving Awareness
Interactive

Upload evidence - driver's logbook
Upload No file selected.

Request approval of driver's logbook
Approval

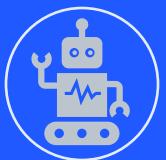
Certificate
Certificate



About This Course

This course requires learners to complete a brief online module and then upload their driver's logbook for approval.

2024 WFM Roadmap Themes



**Seamless Workflows
through
Automation**



Self Service



**Worker Led
Accountability**



**Onboarding
Transparency**

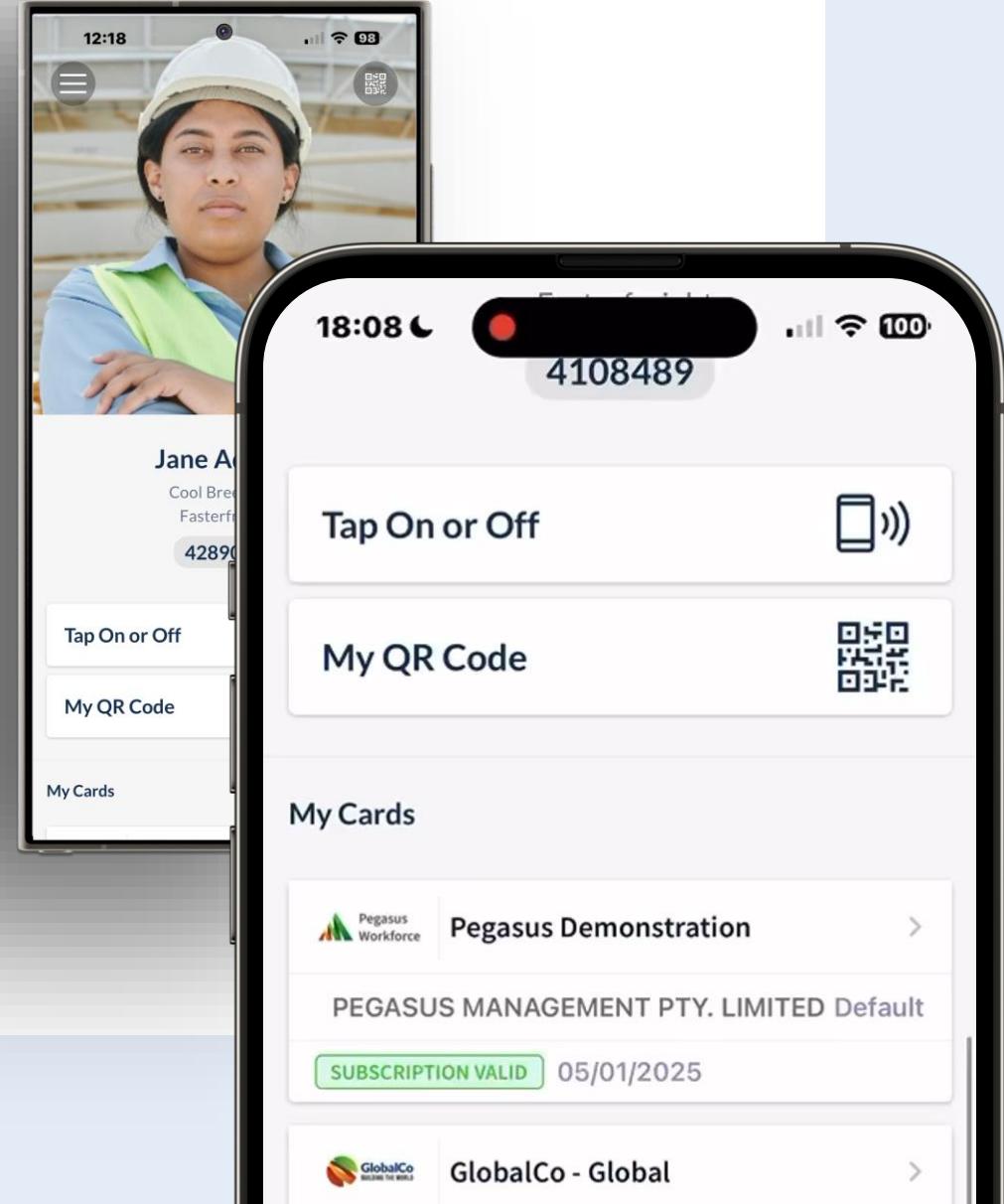
Worker led behavior

How can workers assist in Site Safety?

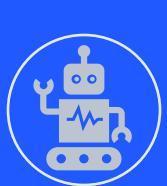
What tools can suppliers support?

Site Safety Workforce Mobile Application

- Workforce application updated to allow workers to empower themselves
- Take ownership of their work status



2024 WFM Roadmap Themes



**Seamless Workflows
through
Automation**



Self Service



**Worker Led
Accountability**



**Onboarding
Transparency**

Onboarding Transparency

How do we simplify the onboarding process for workers and suppliers?

How do we improve visibility to workers and suppliers?

Transparency Value

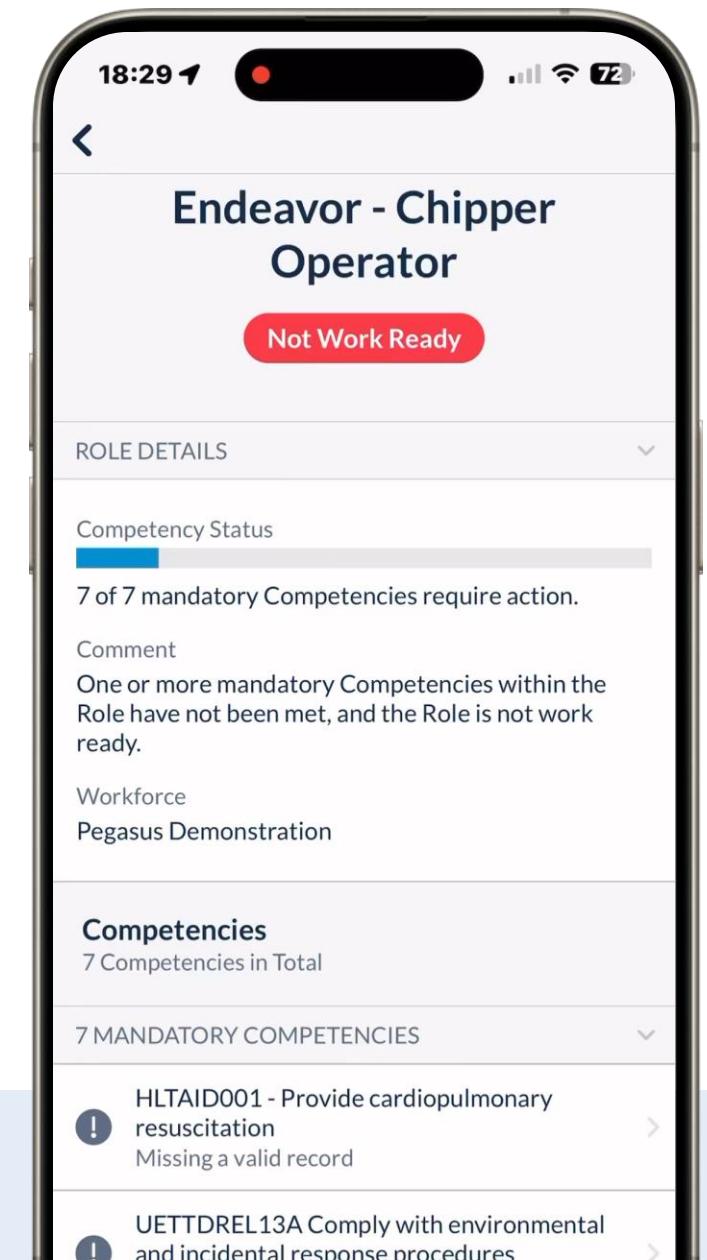
Collaboration

Worker Compliance time

Speed to Site

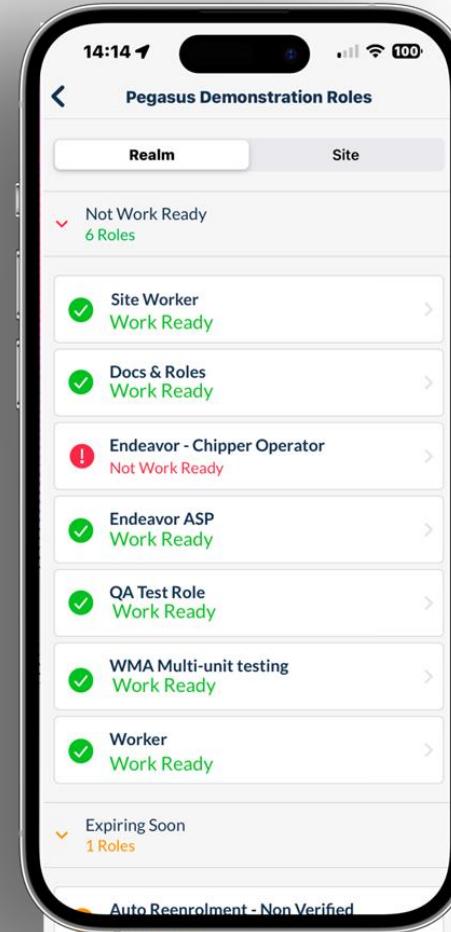
Worker Quick Submit Verification

- Delivered – July 2023
- Allow workers to submit via the WMA



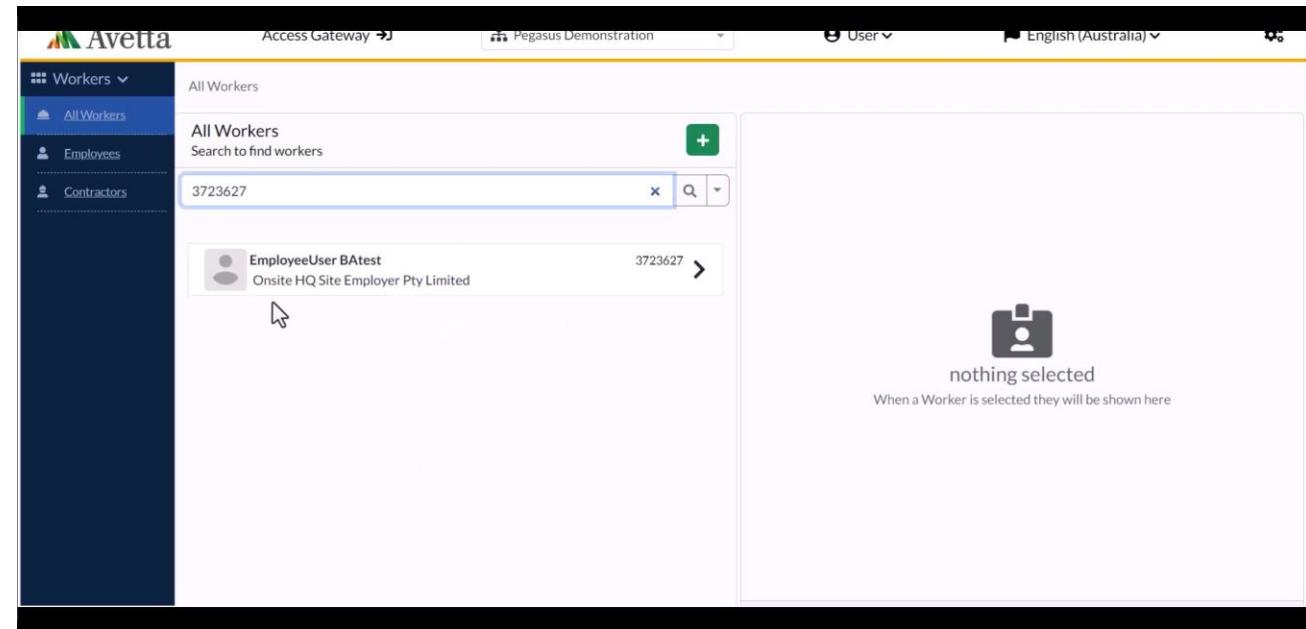
Site Roles – Status

- Delivered – Q4 2023
- Allow visibility of both Realm and Site Roles and Competencies
- Workers take more ownership and control on their work status



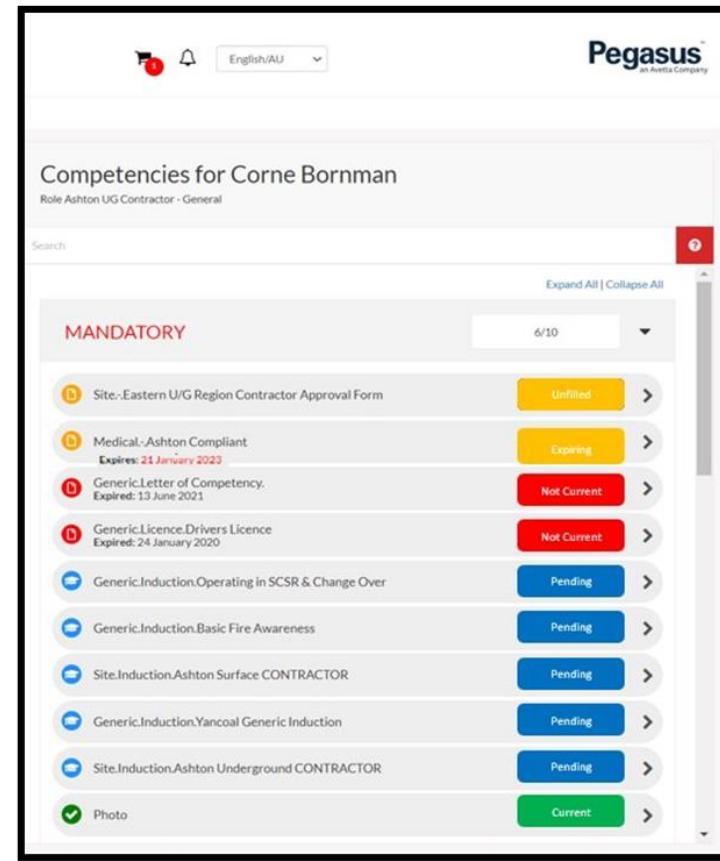
Competency History

- Individual Training Plan – Feb 2024
- Competency History – May 2024
- Improve view in CP to see the entire history



Competency Status

- Roles achieved incrementally & reduce time-to-compliance for workers,
- Remove bottlenecks for Supplier Admins



The screenshot shows a competency management interface for a user named Corne Bornman. The interface is titled 'Competencies for Corne Bornman' and specifies the role as 'Ashton UG Contractor - General'. The main section is labeled 'MANDATORY' and shows 6/10 competencies. The competencies are listed with their status (e.g., 'Unfilled', 'Expiring', 'Not Current', 'Pending', 'Current') and expiration dates where applicable. The competencies include:

| Competency | Status | Expiration Date |
|---|-------------|--------------------------|
| Site.:Eastern U/G Region Contractor Approval Form | Unfilled | |
| Medical.-Ashton Compliant | Expiring | 21 January 2023 |
| Generic.Letter of Competency | Not Current | Expired: 13 June 2020 |
| Generic.Licence.Drivers Licence | Not Current | Expired: 24 January 2020 |
| Generic.Induction.Operating in SCSR & Change Over | Pending | |
| Generic.Induction.Basic Fire Awareness | Pending | |
| Site.Induction.Ashton Surface CONTRACTOR | Pending | |
| Generic.Induction.Yancoal Generic Induction | Pending | |
| Site.Induction.Ashton Underground CONTRACTOR | Pending | |
| Photo | Current | |

2024 WFM Roadmap

**How do we continue to support client, supplier
and workers in the areas of:**

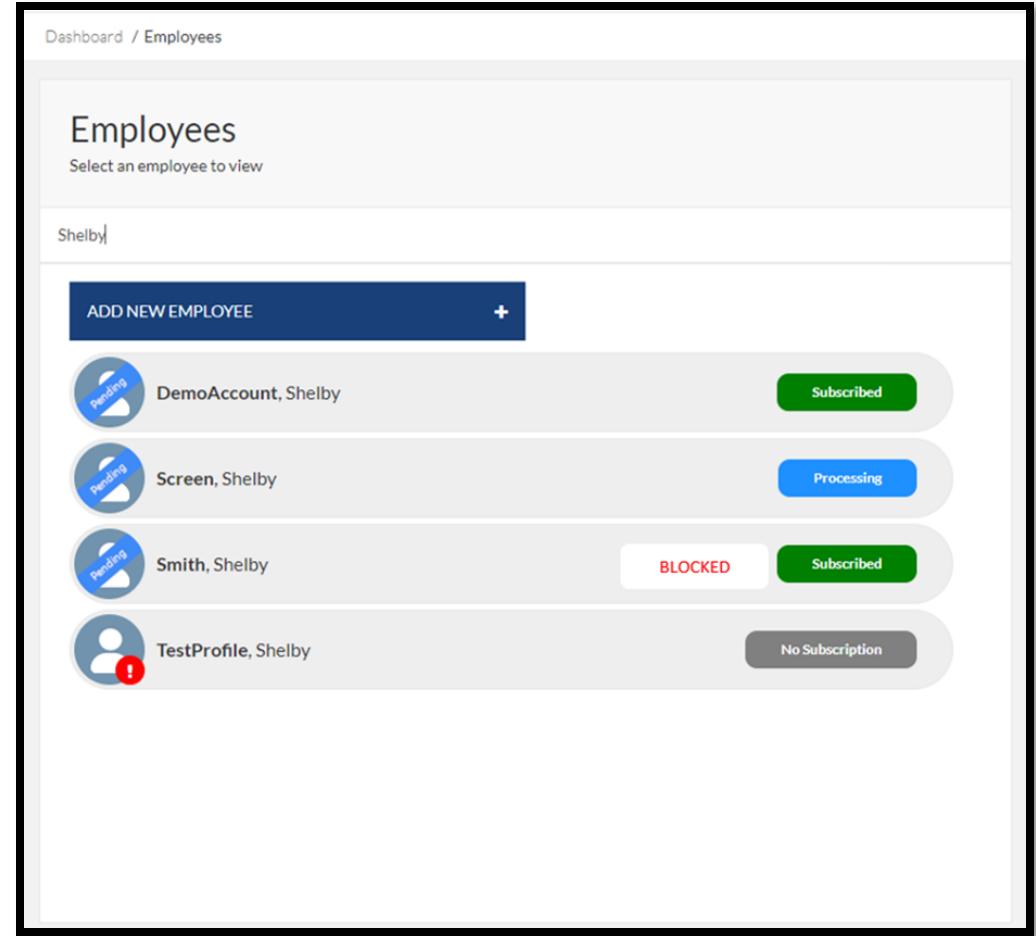
Training
Compliance
Supplier Visibility

2024 WFM Roadmap Schedule

| Now & Next | Discovery |
|-------------------------------------|---------------------------|
| Block Status | Deactivate Roles |
| Global Competency Part 1 | Global Competency Part 2 |
| PLMS Improvements – Assessment Unit | Two Factor Authentication |
| WMA – Display Competency History | Role Hierarchy |

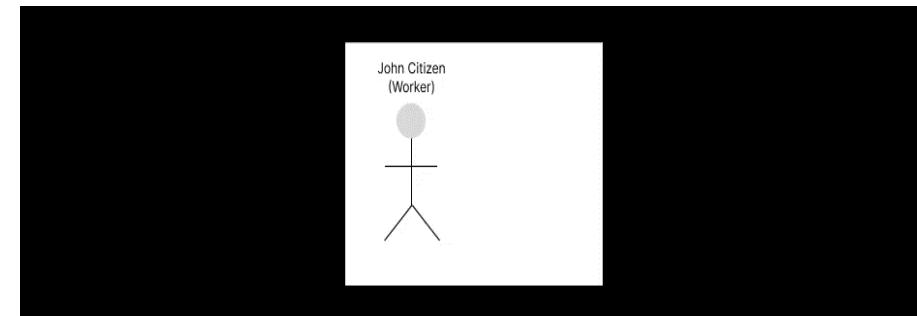
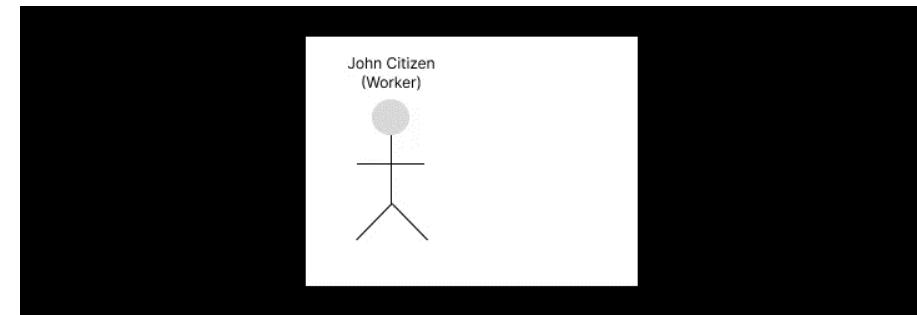
Now Block Status

- Transparency between client and supplier
- Supplier Admin can see if worker is not able to work for a client

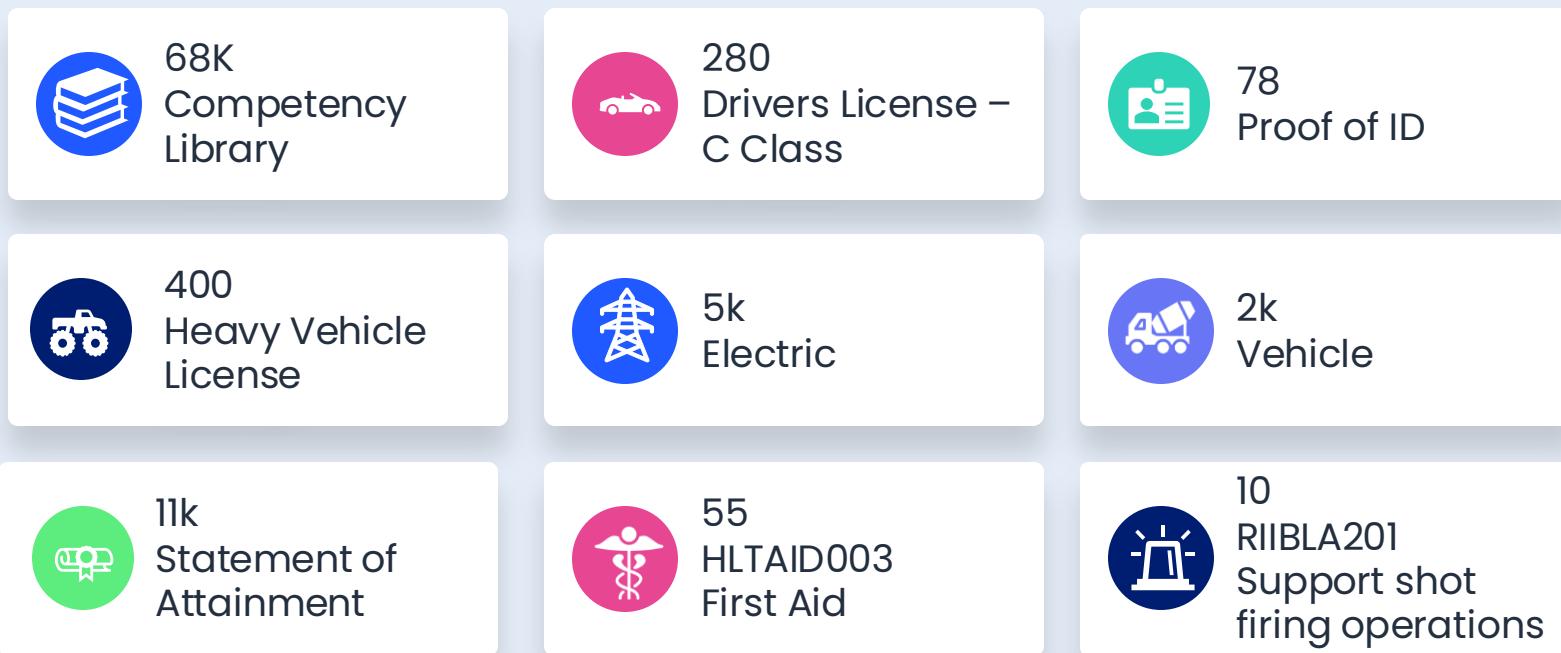


Now Global Competencies

- CURRENT STATE
- Multiple Submissions for the same competency
- FUTURE STATE
- A single submission for a globally recognized competency
- Enable a more efficient process
- Less repeat documents, faster processing, less storage



GLOBAL COMPETENCIES



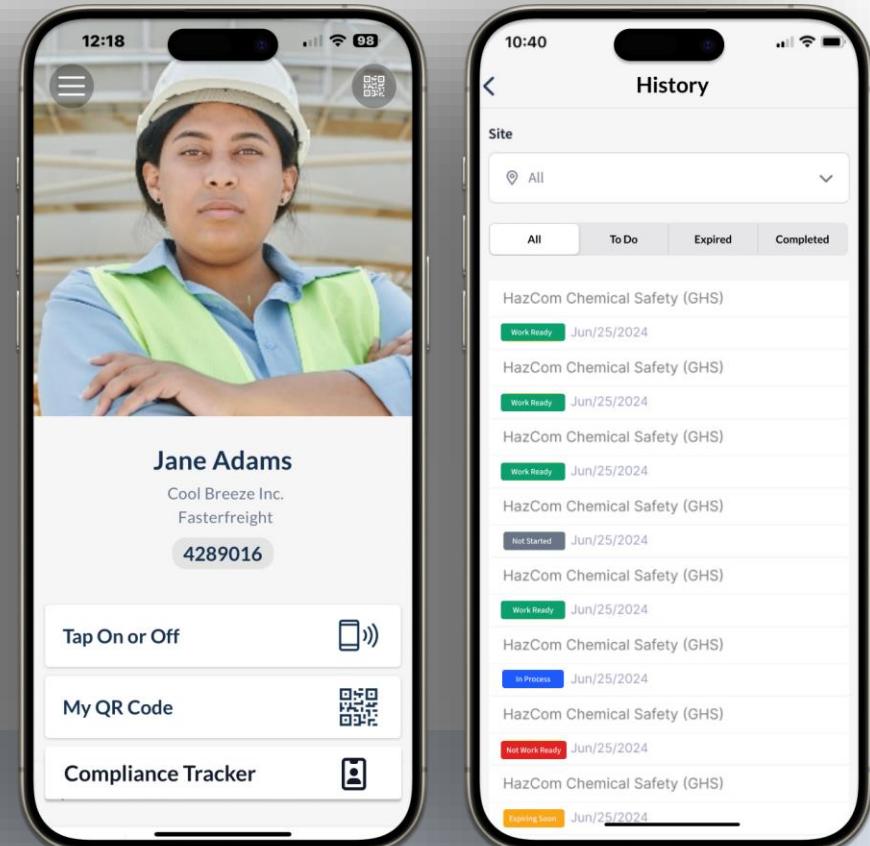
“License/Licence”

License is both a noun and a verb in the United States. If you live in any other English-speaking country, you will spell it licence when you use it as a noun and license when you use it as a verb.

| |
|--|
| Accounting.Bachelor Degree.Accounting or equivalent |
| Accounting.Bachelor Degree.Accounting |
| Accounting.Bachelor Degree.Accounting or equivalent |
| Accounting.Bachelor Degree.Accounting or equivalent |
| Accounting.Bachelor Degree.Bachelor of Commerce - Accounting |
| Accounting.Bachelor Degree.bean counter |
| Accounting.Bachelor Degree. |

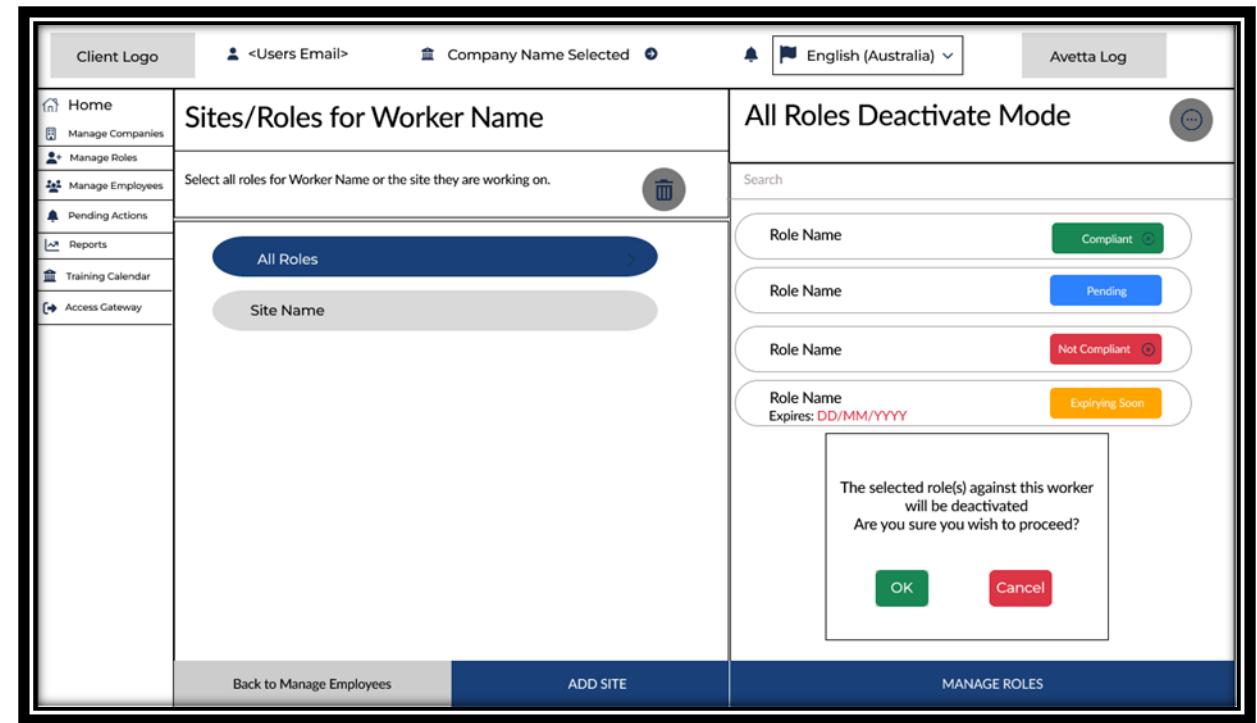
Next Displaying Competency History in WMA

- Allow worker to view their past competencies that they have submitted (Work Ready, rejected or Expiring or Expired) all in one consumable form.
- This ensures quick action from the worker to get compliant.



Later Deactivate Roles

- Reduce contractor role management at the client side
- Improve supplier visibility on contractor management.
- Configurable to client to specify roles for deactivation
- Reduce calls to support for role deactivation



Later LMS Assessment

- Assessor to grade a learner against a prepared set of criteria.
- Learner is observed and assessed & can upload evidence
- Assessor completes a checklist, assigns as Passed or Not Yet Competent.

The screenshot shows a LMS assessment interface. At the top, the title "Product Owner testing 2" is displayed with a yellow "In Progress" button. To the right, a large graphic reads "Testing, testing, '23". The main area is titled "Completion Steps" and contains three items: "PO Recognition of prior learning" (Form, status: completed, with "Edit Form" button), "PO2 Approve form response" (Approval, status: pending, with "Resubmit for Approval" button), and "Working at heights" (Assessment, status: pending, with "View Assessment" button). On the right, a box titled "About This Course" contains the text: "Unit testing site for Product Owner. Please feel free to enrol learners but be sure to leave course/unit settings and content as you found it."

Questions?

I would like to see how Avetta is working towards improving the user experience for the admin side of the system and what improvements they have for bulk updates and changes, especially in the user permissions area.

I would like to understand how Avetta is enhancing the product to accommodate and be ready for new privacy laws to be released in August.

Thank You!