

Collaborative Partnership with SkillsDMC

RUBICON RESOURCES LIMITED

(ABN 38 115 857 988)

ASX: RBR

Directors

Ian Macpherson - Executive Chairman
Richard Carcenac - Executive Director
Ian Buchhorn - Non-Executive Director

Sam Middlemas - Company Secretary

Capital Structure

Issued Shares: 318.0M

Issued Options: 11M

Performance Shares: 60M

Market Cap at 23 October 2015: \$4.7M

Websites:

www.rubiconresources.com.au

www.futuroskills.com

For further information, please
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Highlights

- Rubicon's skills training business Futuro Skills, and SkillsDMC, which operates the Industry Skills Council for the Australian Resources and Infrastructure Industry, have agreed to a collaborative partnership for the design and implementation of holistic workforce development programmes in Mozambique.
- The Futuro Skills and SkillsDMC partnership will offer Mozambique's emerging resources industry a unique solution to their local workforce skills challenges.
- The partnership is equally relevant in many other developing countries, providing enormous potential for future growth.

The proposed liquefied natural gas (LNG) projects in northern Mozambique have the potential to create 15,000 direct jobs and 685,000 indirect jobs, generating approximately US\$39 billion per annum for the Mozambican economy. There are also many construction, mining and infrastructure projects planned or underway which will create thousands more jobs.

Mozambique already has a significant shortage of skilled labour, while local labour laws limit the percentage of the workforce which can be recruited from abroad. This gap must be filled with locally recruited candidates, who will need to receive periodic medical screening and health checks, as well as comprehensive training.

The operators of large capital projects (our target clientele) are required to produce workforce development plans which detail, amongst other things, their local content strategies and commitment to the training and development of the local workforce, with the aim of minimising their reliance on foreign skills.

The SkillsDMC and Futuro Skills partnership will offer a turnkey solution to the above. This will include the design and delivery of skills forecasting analysis, workforce plans and implementation strategies, mapping and design of a task-based matrix (aligned to Mozambican and clients' standards), verification of competency services, recruitment, medical screening of candidates, comprehensive vocational training and labour hire.

SkillsDMC are currently undertaking an Australian Government funded project to develop a skills competency framework for the Government of Mozambique. The project requires resource industry and stakeholder engagement to determine skills profiles and competency requirements to support Mozambique's emerging resources industry. Futuro Skills is represented on the Skills Advisory Group that also includes representatives from SkillsDMC, PIREP (a World Bank funded Technical and Vocational Education Reform Project), Kenmare, Vale, ENH, MCC Group, and Jindal Africa.



About SkillsDMC:

SkillsDMC operates the Industry Skills Council for the Australian Resources and Infrastructure Industry, is recognised by Industry and Governments globally and is responsible for facilitating the skilling needs of Industry stakeholders. Established in 2003, SkillsDMC has successfully worked with clients from the public and private sectors in the design and implementation of skilling standards applied across the Resources and Infrastructure Industry globally.

A particular strength is the development of the Australian skills competency recognition framework which is referred to world-wide as an Industry standard. This standard is adopted by Industry and governments to support workforce development and skilling strategies. SkillsDMC has proven capability in shaping and delivering workforce development solutions to address skills shortages at an enterprise and regional level. This is demonstrated through: **partnerships with the governments of Australia, Mozambique**, India, Chile, and Zambia; and African economic and regional groups including the African Union Commission, United Nations Economic Commission, Southern Africa Development Community, and the Africa Mining Development Centre. In addition, SkillsDMC engages with operating companies in the mining and extractive industries, civil infrastructure, drilling, and oil and gas sectors.

Underpinning the delivery of solutions, SkillsDMC conducts research and workforce analysis, identifying skills gaps aligned to business imperatives, and defines training needs analysis at an enterprise and regional level; developing leading learning and assessment materials. SkillsDMC develops and refines the Australian Resources and Infrastructure Industry Skills Competency Framework comprising of over 786 Units of Competency. This framework is recognised by State and Federal Government and incorporates required legislation. It is used as the basis for required training and skills development in Australia. Finally, in delivering a broader provision of services to Industry, SkillsDMC drives public policy activities on behalf of Industry to influence changes to funding and delivery models to assist in the take-up of training supported by public and private sector delivery systems.

For further information, please refer to their website on www.skillsdmc.com.au