



# Industry Talent Pool

Keeping Experience  
in the Workforce



## Industry Talent Pool

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# Industry Talent Pool

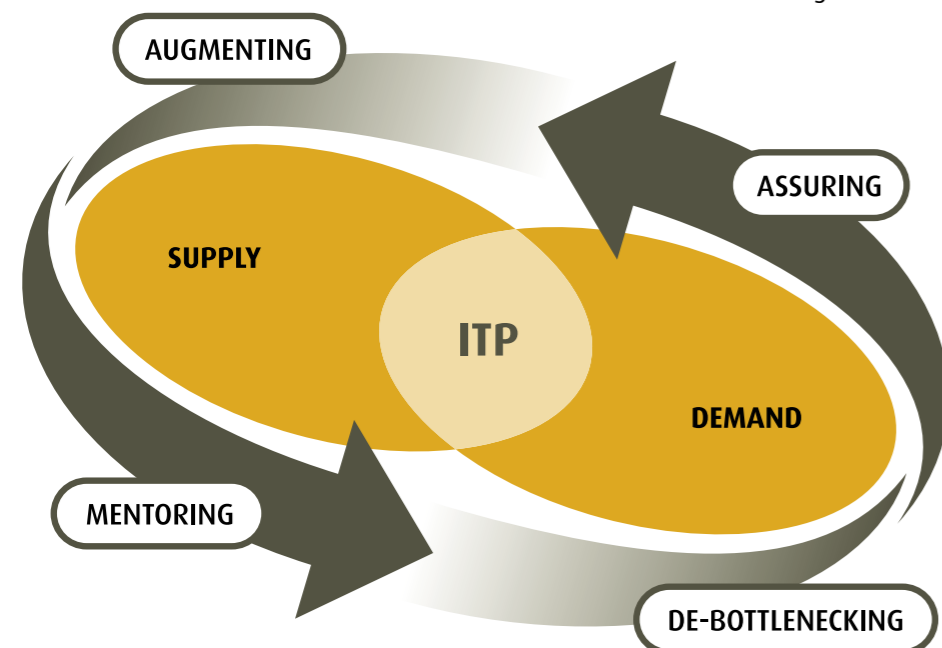
seeks to redress the worsening supply/demand balance by offering industry the opportunity to maintain and extend relationships with its most valuable asset: highly trained, skilled and experienced personnel, while helping to satisfy the needs of mature professionals who are looking for life style changes along with increasing flexibility in this phase of their life.

**ITP** has been established to help meet the desires and needs of the over 50s professional workforce who are eligible for retirement but wish to keep active in the workforce in one form or another, whether it be through semi-retirement working on a campaign or part-time basis, or downsizing and de-stressing by working in niche specialist consulting roles. By doing so **ITP** enables industry to extend and expand relationships with its most skilled and experienced talent and to help it to adjust to the demographic changes that will unfold over the next two decades.

**ITP** creates the forum to bring the talent supply and industry demand together and facilitates engagement in a simple and cost effective way for both parties.

The types of roles typically suited to the talent pool include:

- resource augmentation either on a short-term, long-term or campaign basis;
- assurance processes such as peer reviews, readiness reviews or red line reviews;
- debottlenecking to clear technical road blocks or backlog of deliverables; and
- mentoring to transfer knowledge and skills.



- Our benefits include:
- Single Point Contact
  - Single Point Service Contracting
  - Single Point Invoicing
  - Full Transparency on Rates

*“More than half the petro-professionals are less than 10 years away from retirement.”*

- Daniel Yergin

Industry needs...	Talent wants...
<b>ASSURANCE</b>	
technical outcomes that are not compromised by lessening experience base	intellectual stimulation, rigor and camaraderie of continuing involvement in the workplace, whilst still enjoying increased flexibility and improved lifestyle
<b>DEBOTTLENECKING</b>	
to take key activities or deliverables off the critical path	to fund additional activities and lifestyle purchases
<b>AUGMENTATION</b>	
to smooth out peaks in manpower histograms without overmanning	to continue to enjoy a high level of financial freedom
<b>MENTORING</b>	
to continue to train and groom lesser experienced talent	to continue to contribute in a meaningful way to the industry and society

