



Session: Workforce  
Wednesday, Sept. 24  
10:15am – 12:15pm  
Room N257, Las Vegas Convention Center, Upper Concourse

Title: The Changing Dynamics of Developing Workforce Planning Programs

Presenter: William McClure, Vice President, Human Resources, Foundation Coal Corporation

Abstract:

The cost of keeping talented employees is far less than the costs of high turnover rates thus constantly requiring companies to find new ways to retain and recruit talent in the rejuvenated mining industry. Companies' approaches vary greatly and have differing degrees of success. Some companies emphasize the culture of a company while some emphasize training and promotion opportunities while others emphasize financial gain. Whatever the approach, gaining commitment and loyalty from employees is becoming more difficult leaving employers to manage high turnover rates and costly recruiting efforts. Foundation Coal and its affiliates believe in an approach that emphasizes a strong company culture and a competitive total compensation package.