

Entering the Resources Industry

Information for Adult Learners who want to enter the Resources Industry

Adult learners can enter the resources industry at either the operational or professional level. A summary of entry levels and requirements is shown in Diagram 1.

The general pre-requisites for entering the industry relate to the areas of:

1. Fitness for work;
2. Skills and competencies.

1. Fitness for Work

All companies require operators and staff to be fit for work. This may include:

- A general physical examination which may be defined by the company or by the Government as a pre-employment medical – this will check general health and fitness
- Drug and alcohol testing – these need to test negative
- Special physical requirements for particular roles – this will be defined by task analyses completed by a health and safety professional

2. Skills and Competencies

Work Readiness Programs

A number of resource companies provide work readiness programs for people wanting to enter the resources industry.

These courses are designed to provide new people to the industry with some of the competencies and skills that will assist them in getting a job. There are no guarantees that course participants will be successful in getting a job.

For information on work readiness programs, contact individual resource companies, or:

Minerals Council of Australia – Canberra

Phone 02 6233 0600

Email info@minerals.org.au

Web www.minerals.org.au

Induction programs

All new persons to a site are required to complete an induction program. In some States and for some companies, these inductions may be completed before visiting site. There will also be a site induction process.

For information on induction programs, follow the link to the Generic Induction Program contact from the **Mining Industry Skills Centre – Brisbane.**

Web <http://www.miskillscentre.com.au/our-services/gi-safety-induction.aspx>

Phone 07 3872 8500

Email info@miskillscentre.com.au

For those in Western Australia, contact the **Mining and Resource Contractors Safety Training Association (MARCSTA) – Perth**

Phone 08 9355 1400

Web www.marcsta.com

Resource companies and training providers in different States can also provide information on induction programs.

Training programs and courses – Operator level

There are no specific training programs or courses that are required to gain employment in the resources industry. Many companies provide the training necessary for new workers.

There are some specific regulatory and company requirements for operators to be able to demonstrate skills before they take control of equipment. This training usually occurs on site.

Apprenticeships and Traineeships

Apprenticeships and traineeships are available in the resources industry. Mine sites are not always the employers of apprentices and trainees – they can be the host sites.

An apprenticeship involves full-time work with an employer who provides an opportunity to learn all aspects of a trade. This is a structured program for a fixed period of time, and while the apprentice learns on-the-job, they also attend off-the-job training. Apprentices can either have recently completed high school or be adult apprentices who are looking to gain a trade qualification.

Apprenticeships can be offered in the following areas:

- Mechanical – diesel fitters, boilermaker/welders, fitters and turners
- Electrical – electricians, electronic tradespersons

A traineeship can be either a full-time or part-time employment-based training arrangement, generally in a non-trade related area.

In a traineeship the trainee gains hands-on skills and work experience, and improves their employment prospects, while earning a wage. On successful completion the trainee gains nationally recognised competencies or a qualification which can lead to rewarding career options.

Traineeships can be offered in a range of areas including:

- Truck and equipment operation
- Administration
- Warehousing
- Coal Processing
- Supply

Resource companies will be able to supply information on available apprenticeships or traineeships.

Programs and courses – Professional level

Many Universities in Australia provide tertiary courses relevant to the resources industry. A list of these is available from the [Australian Institute of Mining and Metallurgy website www.ausimm.com.au/content/docs/minerals_industry_courses.pdf](http://www.ausimm.com.au/content/docs/minerals_industry_courses.pdf).

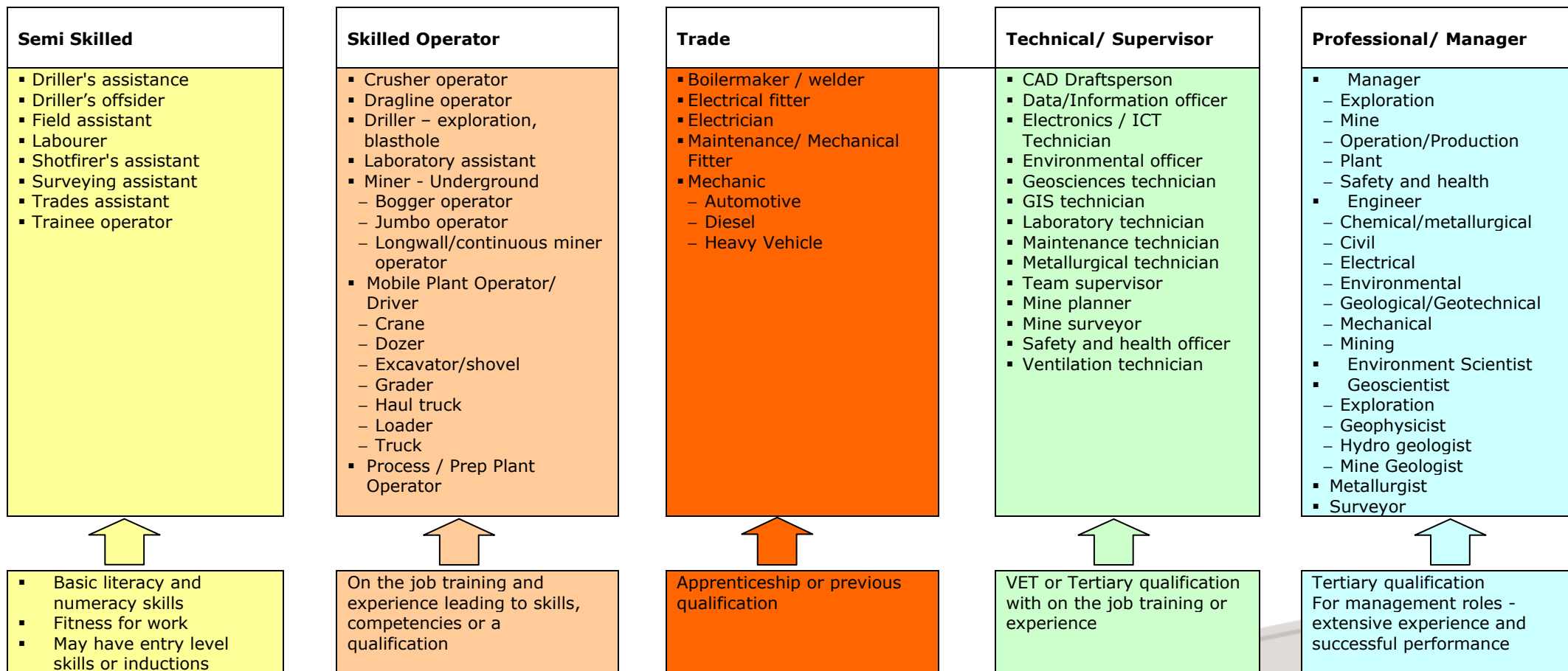
Additional information is available from the [Minerals Council of Australia website www.miningcareers.com](http://www.miningcareers.com)

Many Universities offer university preparation programs for people who:

- have not previously undertaken any university study; or
- left school prior to finishing high school; or
- have appropriate work experience.



Diagram 1: Entry Level Opportunities in the Resources Industry



Adapted from Minerals Council of Australia, Career Opportunities in the Australian Minerals Industry

Career Progression Opportunities in the Resources Industry

There is the potential to progress through a career pathway in the resources industry. Diagram 2 outlines some of the most common potential pathways available. These progressions generally require additional training or study to be completed.

There is now a single training package for the resources industry in Australia – **RII09 Resources and Infrastructure Training Package**. This training package covers the competencies and qualifications that apply to coal mining, metalliferous mining, drilling and extractive industries. The training package can be accessed through www.skillsdmc.com.au.

Further information on careers and progression to different occupations is available from the following websites:

- Minerals Council of Australia www.miningcareers.com
- Mining Industry Skills Centre www.miskillscentre.com.au/about-us/careers.aspx

Diagram 2: Career Progression Opportunities in the Resources Industry

