

The Mining Industry Skills Centre is rolling-out a Resource Sector Work Readiness Program that aims to provide school leavers and personnel with a non-mining background an accelerated pathway that may lead into productive work within the sector. This program is in direct response to feedback from the resources sector confirming a strong need for an entry level program.

Through the Work Readiness Program, the Mining Industry Skills Centre intends to assist the resource sector to build a training program that will provide consistent and proven outcomes, which has the capacity to greatly enhance the productivity of workers who are new to the sector, and which will potentially attract new workers into the sector.

Proposed Program Detail

The proposed Work Readiness Program is positioned as a suite of competencies delivered as classroom-based training that, with mandatory on-site training and assessment, will contribute toward final assessment in the relevant Certificate II competencies.

Currently two streams of the program are in development: a surface mining/quarrying stream of up to five weeks duration, and an underground mining stream of up to 12 weeks duration. Both streams are designed to accommodate a range of training circumstances and site requirements.

Key features of the program include:

- **On-site experience:** To facilitate formal learning and assessment against national competencies, the Work Readiness Program will include direct links to sites where trainees can undertake structured on the job training and guidance. This could be through informal traineeship arrangements or as part of site recruitment strategies. A support and training system for the on the job trainers/mentors will be developed and implemented as part of the program to promote successful outcomes.
- **Assessment tracking:** A web-based electronic tracking system for tracking the on-site training will be incorporated into the program. This provides all stakeholders with a clear and real time indication of the trainees progress against the program's on site training plan. Enrolling

trainees into this tracking mechanism during the classroom component of the course allows for a variety of start up times and completion rates to be managed.

- **Flexibility:** The customisable course framework will allow specific skills and knowledge as identified by the industry (and customisable by sites) to be integrated into the program delivery, for example Mobile Equipment Operation.
- **Articulation:** Pathways have been mapped between the Work Readiness program and the Certificate I in Resources and Infrastructure Operations and Generic Induction products. Consideration has also been given to the inclusion of the construction industry "blue card" and other life style components in the program to allow for a broader industry take up and government buy in.
- **Quality Assurance:** The program will adopt the Generic Induction provider licensing model to ensure quality of delivery, and only licensed providers will be permitted to present the program. Quality assurance processes employed for Generic Induction deliveries have been modified to accommodate the site component.
- **Simulation options:** The program has been developed to allow for integration of Heavy Machine Operator Simulation using either the Mining Industry Skills Centre's simulator or site simulators (where available).

Program Structure

The program has been designed to be delivered as classroom-based training plus structured on-site activities. It is able to be customised in content, length and delivery methodology in order to meet the specific training requirements for sites or companies and special needs groups. Participants will attend up to two weeks of classroom training followed by three weeks of on-site training in the surface stream or 10 weeks on-site training in the underground stream. Classroom and on-site training will cover essential health and safety information required by participants to gain a clear understanding of the known differences to the new operating environment they are about to enter.

RESOURCE SECTOR WORK READINESS PROGRAM

The program is designed to be delivered by a Registered Training Organisation (RTO), with the content developed to recognise as a minimum the following National Competencies upon successful completion.

Coal, Metalliferous and Extractive programs all include modules on the following topics:

- Work safely
- Comply with work systems/procedures
- Conduct local risk assessment
- Communicate in the workplace
- Apply initial response first aid
- Access, update and retrieve simple computerised information
- Apply operational maintenance skills
- Participate in environmental work practices

Additionally the relevant sector Generic Induction Passport and Construction Blue Card are both outcomes of these programs.

Where appropriate, participants will be able to access the Mining Industry Skills Centre's state-of-the-art simulation technology as part of the Work Readiness program during the on-site training.

Funding

Various funding options are available to assist with the development and introduction of the Mine Readiness program under pilot conditions. The Mining Industry Skills Centre is responsible for managing the allocation of these funds.

Timing

Pilot programs are scheduled to commence in early 2008, with the program being fully implemented by early 2009.

For further information on the Resource Sector Work Readiness Program, please contact the Skills Centre on 07 3872 8500, email info@miskillscentre.com.au or visit www.miskillscentre.com.au

