



Providing Knowledge, Strategy and Support for the development of skills in the resources industry

Mining Industry Skills Centre Newsletter

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Leveraging simulation expertise for the industry

This year the Mining Industry Skills Centre was once again pleased to play an active role in the 2008 SimTecT expo at the Melbourne Convention and Exhibition Centre.

As well as hosting a trade booth at the exhibition for delegates, our CEO Derek Hunter was also present to deliver a thought provoking paper. He discussed the opportunities that exist for the resources sector within simulation and the opportunity to leverage from capabilities developed in the defence and health sectors.

Derek spoke about the current mining boom, skills shortages and the use of simulation within the resources industry.

He also expressed a belief that the attitude the resource sector has adopted is changing the way major companies view simulation training.

“An industry boom in Australia no longer means we can afford to purchase skills and this has caused major mining corporations to review the way they approach simulation training,” said Derek.

“The industry was previously a naive user of simulation, especially when there was a vast potential to absorb the widest possible range of simulation to further assist training throughout the development of the industry.”

To further our work in the simulation arena we have been invited to join the Standards Australia Committee IT-031 Modelling and Simulation which is a huge step forward in our work within the area of simulation. The invitation enables the Skills Centre to further communicate our message regarding simulation to the industry nationwide.

Our Manager for Simulation and eLearning Deanna Hutchinson, said there was a high level of interest shown from guests at the exhibition in our work with simulation.

“The interest in our work in this area is promising for the direction our organisation is taking within the industry, in terms of new approaches to training and skilling” said Deanna.

A further invitation has also been extended from the Australian Defence Simulation Office to leverage and assist with their development in governance and standards for modelling and simulation.

The invitation to join these committees is a positive sign that our work in the simulation area is on the right track towards continuing to support the future of the industry and enable our organisation to move forward.

For anymore information on our work with simulators please contact Deanna Hutchinson on (07) 3872 8500.

Mining Industry Skills Centre Events:

Network Groups

1 Aug & 13 Nov	Mt Isa
22 Aug & 21 Nov	Townsville/ Charters Towers
8 Aug & 21 Nov	Mackay Contractors
7 Aug & 20 Nov	Emerald
12 Aug, 30 Oct, 4 Dec	Rockhampton/ Gladstone
15 Aug & 17 Oct	Darwin
21 Aug & 23 Oct	Gladstone
4 Sep & 11 Dec	Hunter Valley

Events

17-20 August	QLD Mining Industry Health & Safety Conference – Townsville
25-26 September	Mining Industry Skills Centre Conference & Training Awards – Brisbane
23 October	Women in Mining Networking Function hosted by the Mining Industry Skills Centre

Please direct enquiries to: info@miskillscentre.com.au

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The Skills Strategy is now entering a new phase of implementation with the formation of the Strategic Leaders Group.

With just over a month to go, our 2008 Conference – ‘Future Focus. Developing Tomorrow’s Workforce Today’ is generating a lot of attention with the conference program now confirmed to include a number of high profile keynote speakers and registrations beginning to sell out.

The Skills Strategy is now entering a new phase of implementation with the formation of the Strategic Leaders Group.

This Group is a vital step towards achieving the core goals as outlined in the strategy. The direction the group will provide to the implementation phase of the strategy will play a vital role in achieving change for the future of workforce planning and workforce development in the industry.

I am particularly pleased to announce that we are forging ahead with the Simulator Research and Development Centre project in partnership with Central Queensland University. This partnership will see the two organisations combine resources on research projects and initiatives that will ultimately support and assist in sustaining our resource industry workforce.

I am also pleased to announce another exciting partnership for our organisation. We have recently signed a formal agreement with the Major Industries Training Advisory Council (MITAC) in the Northern Territory. Our work with MITAC will allow us to provide invaluable network and skilling support for mine site trainers in the region.

Our partnership with MITAC will also ensure that issues facing the industry in this region are communicated effectively and in a timely manner to the Northern Territory Government and other key stakeholder groups.

Another important project for the Skills Centre at the moment is the re-development of our Generic Induction training program into a multi-mode delivery, state-of-the-art course.

This will ensure that resource companies will be able to access a program that will dramatically improve safety for contractors.

The new multi-mode delivery program will ensure that training is delivered in an engaging and sustainable way using best practice adult learning techniques, including simulation and online delivery elements.

Our redeveloped Generic Induction Program is breaking new ground in terms of induction training and we believe that upon its completion it will significantly improve safety standards in the industry.

Finally I would like to thank those of you who recently completed our stakeholder perceptions survey as facilitated by research company, Neilson. It is important for us to know how you are responding to the work we are undertaking on the industry’s behalf and how we can improve this service to meet the needs of the resources industry.

We look forward to working with you all closely as we move forward into the new financial year.



Yours Faithfully

DEREK HUNTER
CEO Mining Industry Skills Centre

www.miskillscentre.com.au

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The Strategic Leaders Group advances the Skills Strategy

In December 2007 the Mining Industry Skills Centre released the Skills Strategy: Securing Critical Capability – Towards a Holistic Skills Strategy for the Mining Industry. The strategy was an innovative step towards changing the way the industry approaches training and workforce planning for the future.

In order for the implementation of this strategy to be successful, it was crucial that a partnership between the industry and stakeholders was formed to drive the strategy forward. The Strategic Leaders Group (SLG) was formed in June to do exactly this.

The SLG is made up of resource industry representatives and a number of Mining Industry Skills Centre staff, all of whom are dedicated to improving workforce planning and development within the resource industry.

The SLG is currently focused on providing strategic advice and direction to the achievement of the strategy's goals as well as exercising influence at a strategic level within the government, industry and community sectors.

The Group plans on overseeing the changes required to ensure a sustainable workforce for the future while maintaining a culture that invests in workforce development to produce business outcomes.

The work produced by the SLG will ensure the Skills Strategy continues to move

forward and further influence the industry while implementing change for the future in the area of skilling, HR, and training.

At the latest meeting held on the 13th of June, the SLG prioritised goals for the Skills Strategy and nominated companies who will be responsible for driving them forward.

The goals that will be focused on initially are:

- Creating clear and accessible career pathways (Mining Industry Skills Centre)
- Increase Apprentice Intake (Apprenticeship Taskforce – Lee Byron)
- Professional Roles (QLD Resources Council)
- Supervisor Training (Bowen Basin Skills Formation Strategy)
- Return on Training Investment (Mining Industry Skills Centre)
- Alignment of skills to new technology (Mining Industry Skills Centre)

The SLG members will nominate themselves and other members from their organisation who have the skills and job experience matching the priority of the outlined goals in order to maintain the momentum of the Skills Strategy.

The Skills Strategy is a major project for our organisation and having the SLG supporting its implementation is a positive sign we are continuing to achieve our goal of supporting the industry for the future.

Recognising prior learning in our industry

The Mining Industry Skills Centre and the Department of Education, Training and the Arts are currently partnering on a project to achieve a greater level of recognised prior learning (RPL) across trade qualifications while increasing industry satisfaction with RPL processes and outcomes.

The project was designed to address the skills shortages in the resources industry and provide part of a solution in having semi-skilled employees gain recognition for any prior learning and transition into other trade qualifications.

The key outcomes of the project will provide a developed responsive model to:

- Address the barriers which impact on the industry's use of RPL
- Provide an understanding of best practices in RPL
- Document successful, collaborative and relevant exemplars and models of RPL

Our Senior Consultant for Workforce Strategies, Deb Jones, believes the project will enable the industry to combat the current skills shortages.

"The RPL Project is a great way for the industry to gain the skills it requires in a quick yet safe way," said Deb.

"In order to do this it is important we understand the industry's perception of RPL and identify the barriers they are facing when trying to progress employees through this process."

The Mining Industry Skills Centre is interested in hearing about any positive and negative experiences you have had when instigating RPL for your employees.

To share your experiences please contact Deb Jones on (07) 3872 8500.

What is the best way to use technology to support learning?

When structuring learning environments for adults in the workplaces, there are several key factors that need to be considered. Learning technologies support both the development and management of the learning environment to create effective training experiences.

Both current trends and research suggest that the best approach to learning is by taking a mixed approach.

The Mining Industry Skills Centre is actively researching, analysing and evaluating best practice for a mixed mode approach for delivery of training which provides effective learning outcomes.

In a blended or multi-mode learning environment a trainee might experience training in the classroom, computer-based (both online and in the classroom), simulators, serious games, workbooks, discussion and debriefing in the process of learning particular skills well.

The use of multi-mode learning has just been incorporated into the Skills Centre's freshly re-launched Generic Induction Program because it is proven to enhance the learning capabilities of students.

There is a wide range of systems that can be used to manage the delivery of this blended or multi-mode approach to learning. Many of the systems involved have overlapping features and can be easily mistaken due to the similarity of their names: learning management systems (LMS), content management systems (CMS) or resource libraries, training management systems (TMS) which can incorporate student administration systems (SAS) and integration into enterprise systems.

The ongoing work in this area will be made available by the Skills Centre to the resource sector through a range of research papers, implementation guides and best practice demonstrations.

If you have questions or would like to discuss any of these learning technology initiatives please call Christine Jones on (07) 3872 8500.

Bowen Basin Skills Formation Strategy begins implementation



Deb Jones at the Mackay community breakfast

The Bowen Basin Skills Formation Strategy (BBSFS) has now reached the implementation stage thanks to a range of key stakeholders attending the first two BBSFS Focus Group Meetings.

The aim of these meetings was to work through the information gathered at the community breakfasts which took place in February and focused on bringing together key industry, community and government stakeholders to debate and discuss the current skills shortages, challenges and potential ways forward.

Following the community breakfasts, a number of key stakeholders volunteered to be involved with the progression and implementation of the BBSFS and the recent focus group meetings provided them with an opportunity to workshop action plans and devise two phases for the implementation of the strategy.

The agreed focus areas in Phase One are:

- Community Sustainability – Accommodation, infrastructure and work life balance
- Learning and Development – Supervisor training
- Attraction and Retention – Career pathways and recruitment strategies research

The following diagram highlights the projects within these focus areas:

Community Sustainability	Learning and Development	Attraction and Retention	
		Career Pathways	Recruitment Strategies
<ul style="list-style-type: none"> - Further research will be undertaken into the impact industry growth has on accommodation, infrastructure and work life balance initiatives - The team will also examine and support existing initiatives in the Bowen Basin region and identify keys areas that need further research 	<ul style="list-style-type: none"> - A working group has been established to examine the current benefits and limitations of supervisor training within the mining industry - The groups' first project is to examine a supervisor framework which can be implemented across the industry as a whole 	<ul style="list-style-type: none"> - To complement the existing Mining Industry Skills Centre career pathways project, the working group will provide significant information and interview access to employees working within key job roles 	<ul style="list-style-type: none"> - The aim for the team is to research and examine current recruitment strategies and initiatives that can be built upon and/or new initiatives that will assist in the retention of workers within the major skills shortage positions across the industry

Phase Two of the strategy will launch in 2009 and will focus on:

- Community Sustainability – Work Life Balance, and Regional and Industry Image
- Learning and Development – Partnering Training Strategies
- Attraction and Retention – Promotion of Career Pathways and continued work on Partnering Recruitment Strategies

An outline of the current success of the strategy will be sent to the broader BBSFS network and invitations will be issued to relevant stakeholders in regards to upcoming focus groups.

For further information on the Bowen Basin Skills Formation Strategy or to find out how you can get involved please contact Kellie Lister at the Mining Industry Skills Centre on (07) 4944 6900.



FROM LEFT: Mayann Wipaki, (Xstrata Copper), Tim Magoffin (G&S Engineering), Kellie Lister (Skills Centre), Michael Keep (Anglo Coal Australia), Chris Bulbrook (Chalco), Gabbriel Deschamps (Boral).
FRONT ROW: Deb Jones (Skills Centre), Lee Byron (Downer EDI), Tracy Alexander (Golding), Stuart Hansford (Peabody).

Skilling and training in focus at The 2008 Mining Industry Skills Centre Conference

With less than three months to go before the opening of The 2008 Mining Industry Skills Centre Conference: "Future Focus. Developing tomorrow's workforce today.", the team at the Skills Centre is gearing up for another successful event with the Conference program now confirmed and registrations selling fast.

The 2008 program features a variety of high calibre speakers including industry representatives, HR experts and business professionals.

Our Communications and Marketing Manager, Keren Kozak, said that Conference delegates would be assured thought-provoking sessions, engaging ideas, and challenging debates from this year's speakers and facilitators.

"The 2008 event is set to be our most dynamic yet, with a range of high-calibre industry experts presenting their thoughts and ideas on industry skilling and training," Keren said.

Speakers

Speakers at the 2008 Conference include:

- Xstrata's Chief Operating Officer, Steve de Kruijff
- Futurist and strategist, Peter Ellyard
- HR Expert, Avril Henry
- Concentric Asia Pacific's Managing Director, Michael Myers
- Explosives expert, Darren Flanagan
- Comedian, Ahn Doh

A few examples of the topics that can be expected:

- Michael Myers will be delivering a thought-provoking address focusing on the motivational drivers in children's career decision processes. In times of continued skills shortages when businesses are required to attract the best and brightest from a young age, Mr Myers' presentation will explain the fundamental principles of attracting children and young adults to a career in the resources industry
- In his keynote address, Steve de Kruijff will be taking a look at the future impact automation technology will have on workforce planning and development in the resources industry, a subject matter that is sure to stimulate debate and discussion
- Three workshops are scheduled and will focus on hot topics currently facing the industry including the future of RTOs, designing workforce strategies and engaging competence



Delegates at the 2007 conference

Metalliferous Generic Induction Program revamp

The Generic Induction (GI) team at the Mining Industry Skills Centre have been working with industry to renew and redevelop the metalliferous GI packages to ensure that new workers are effectively prepared for work on site.

We recently re-launched the new surface induction package at the Krause Health and Safety training centre on June 26th in Mount Isa. The event was also attended by representatives from Xstrata and the Department of Mines and Energy.

The new package includes a range of new training initiatives that particularly focus on the core principles of thinking and acting safely, risk management, tagging and isolation, and managing fitness for work.

The re-launch of the metalliferous GI package was the result of a valuable partnership formed between Krause and Xstrata.

Our Senior Consultant – Licensed Products, Shane O'Neill believes the type of partnership formed between Krause Health and Safety and Xstrata Mount Isa Mines is highly beneficial to the future skilling of the industry.

"The partnership between Xstrata Mount Isa Mines and Krause Health and Safety is an effective model which provides value adding opportunities to both organisations," said Shane.

"Having this Generic Induction Program is important because it improves safety on site while building a more effective training base for the employee."



FROM LEFT: Maryann Wipaki – Manager – Safety & Health NQ Operations, Xstrata Copper
Dave Anderson – Safety and Training Manager, Krause Health & Safety
Tamara Ball – Safety Training Systems Coordinator, Xstrata Copper
Shane Innes – Safety Risk and Training Superintendent, NQ Operations, Xstrata.

The metalliferous Generic Induction Program has seen a redevelopment of the training resources and methodologies within the existing package to enable participants to feel engaged through group work, interaction and practical activities.

Another key change made to the package is the separation of fire fighting and first aid as electives. This allows mine sites to opt out of including these topics in Generic Induction delivery in favour of Senior First Aid training or site specific fire training.

The revised metalliferous Generic Induction Program is now available for roll-out across Australia.

For anymore information regarding the Generic Induction Program, please contact Shane O'Neill on (07) 3872 8500.

Three new Generic Induction trainers were also welcomed on the day. Between them they have over 60 years of mining experience in various roles in mines in the region. As well as this extensive mining experience and knowledge, they each demonstrate a passion for preparing new comers and contractors to the industry to work safely when they first arrive on site.

2008 Training Awards

Our Conference culminates with our annual Training Awards and this year we have received a record number of quality nominations.

"Our judges are currently reviewing the entries to select this year's winners who will be announced at the Training Awards Dinner," Keren said.

Event Information

Date: 25-26 September 2008

Location: Brisbane Convention and Exhibition Centre, Cnr Merivale & Glenelg St, South Bank, Brisbane, Queensland.

To register: Register online at www.miskillscentreconference.com.au

This is an event that should not be missed, register online now to secure your place!

The Mining Industry Skills Centre 2007 Conference



Our CEO at the 2007 conference

John Tate discusses Workplace Health and Safety

It is of course widely accepted that working on a mine site has a number of challenges that need to be addressed in order to create a safe workplace. Barrister John Tate is using his extensive experience with Workplace Health and Safety to promote safety in the resources industry by facilitating the Mining Industry Skills Centre's Hot Topics Forums.

"The Forums are of a huge benefit to the industry because they provide an interchange of ideas."

"A well managed forum can lead to fresh ideas, as well as discussion within industry and government about changes that need to be made to promote best practice."

John is pleased with the partnership he shares with us at the Skills Centre and believes that our combined work is beginning to bring about change by reinforcing the importance of competence, safety, and training as key elements for all mine sites.

"It's always wonderful to work with top drawer professionals in their field" said John.

"Organisations like the Mining Industry Skills Centre can, and do make a difference."

Our Senior Consultant for Licensed Products, Shane O'Neill, acknowledges the Forums are an ideal opportunity for industry professionals to become aware of the safety issues on site.

"At the Forums, we are getting people to think outside the box, and ultimately the best practice is getting the industry aware of these issues," said Shane.

John Tate has just signed on to facilitate the Skills Centre's next Hot Topics Forum which will be held on September 4th in the Hunter Valley.

For more information regarding the Mining Industry Skills Centre's Hot Topics Forums please visit www.miskillscentre.com.au or contact us on 07 3872 8500.

John Tate has recognised a number of future Forum topics surrounding Workplace Health and Safety issues that are relevant to today's mine sites.

The most prominent issues are:

- Hazard recognition
- Competencies and skills sets for supervision
- The importance of a single safe system on all mine sites with strong competencies across all fields
- Understanding and preventing behavioural accidents

Our Hot Topics Forums address the underlying issue on mine sites today – compliance or competence.

At the most recent Forum in Darwin, John Tate headed a discussion about how a skilled employee is not necessarily a safe employee.

"It is essential for umbrella organisations, such as the Mining Industry Skills Centre and Queensland Mines Rescue, to work towards improving productivity, safety and skilling within the resources industry.

"I am pleased to be playing a part in the Skills Centre's Hot Topics Forums, as I believe they are doing just that" said John.

John went on to say he believes that the benefits surrounding the Forums are substantial and are proving helpful for the industry to discuss the challenges for the future.



John Tate facilitates a Hot Topics Forum

Oil and Gas Industry Training Committee

The Oil and Gas Drilling Industry Training Committee was formed in December 2007 in light of changes made to the Petroleum and Gas (Production and Safety) Act 2004 Regulation.

These changes introduced a number of mandatory units of competency, which could be either met through training or by demonstrating an equivalence, for Drill Rig workers (including those in Coal Seam Gas Extraction).

The Committee was formed to ensure that the mandated units of competency, and future qualifications, reflect current work methods and skill requirements within the industry. An additional aim of the Committee is to ensure a collaborative approach in the development or sourcing of learning and assessment materials, innovative programs and new approaches to skills development.

Our Senior Consultant for Licensed Products, Shane O'Neill, is currently the chair of this committee and believes it is playing a pivotal role in supporting the onshore oil and gas drilling industry.

"The recent changes to the 'Petroleum and Gas Regulation', and the major change currently occurring with the Resource and Infrastructure Training Packages show that

there is an urgent need for the committee to ensure the voice of the onshore oil and gas drilling industry is clearly articulated" said Shane.

The Committee has recently formed into a sub-committee working party, providing input directly to Skills DMC as part of the rationalisation and consolidation of the National Training Packages.

The Committee has been strongly supported by the Queensland Department of Mines and Energy, the Petroleum and Gas Inspectorate and the Australian Drilling Industry Training Committee (ADITC), and is now represented by the following organisations:

- ADITC
- QLD Petroleum and Gas Inspectorate
- Eastern well Group
- Century Drilling
- Mitchell Drilling
- Ensign International
- Lucas Group
- Santos
- Weatherford Drilling
- Origin Energy
- Arrow Energy

The leadership role the Skills Centre has taken within this committee is a positive

approach in facilitating change to support an industry that, in the past, has had limited buy-in to the national training system. The ultimate aim being to ensure a greater level of safety through effective competency training of workers in the industry. This also supports the outcomes desired by the Queensland Petroleum and Gas Inspectorate.

Working party meetings are being held throughout August to evaluate the qualification structure and associated units of competency proposed to ensure they align to current industry requirements.

For further information regarding the Oil and Gas Committee please contact Shane O'Neill on (07) 3872 8500.

Training Assistance Fund

The Mining Industry Skills Centre is pleased to announce that it has successfully worked with Department of Education, Training and Arts (DETA) to ensure that funding remains available for the next three years to support the resources industry in the delivery of accredited training.

The funding, which is provided by the DETA and facilitated by the Skills Centre, delivers competency based funding assistance for employers and employees in the resources industry.

The funding is available to all resource industry companies and contractors, Registered Training Organisations and individuals undertaking training specific to the industry.

One important benefit of the Fund is the opportunity it gives employers to create, implement and/or add to their training programs, therefore increasing their ability to attract and retain employees, at the same time, improving productivity.

On behalf of the resources industry, the Mining Industry Skills Centre would like to thank the State Government for its continued support.

For further information or to register your interest in the Resources Industry Training Assistance Fund, please contact Graeme Douglass on (07) 3872 8500 or gdouglass@miskillscentre.com.au.



FROM LEFT: Matt McClymont, Mark Stacey, John Melrose (Easternwell Group), Steve Klaric (QLD Dept Mines & Energy-Petroleum & Gas Inspectorate), Rob Wallace (Mitchell Drilling), Shane O'Neill (Mining Industry Skills Centre), Virginia Hilliard (Australian Drilling Industry Training Committee).