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Sustainable Development Conference



# Janina Gawler Cooperative Change

## Provincial Victoria Minerals Industry Skills Study



[www.minerals.org.au/sd07](http://www.minerals.org.au/sd07)



## Introduction

In 2006 the MCA Victoria Division auspiced a study as part of the Victorian Government Provincial Victoria Initiative.

The study responded to the growth in the minerals industry and recognised the need to understand the extent to which skill shortages may impact on growth.

MCA commissioned Cooperative Change & Try Consulting to investigate in conjunction with Minerals Tertiary Education Council.

The report *Provincial Victoria Minerals Industry Skills Study* was launched by the Minister for Education and Training Jacinta Allan in September 2007.



## Resources industry in Victoria

### Resources supercycle in Victoria

- Contributes \$3.5 billion of gross state product (2%)
- Significant investment in brown coal, gold & mineral sands
- 8,200 people employed in industry
- Employment market tight but not a skills shortage at this time



## Study Steering Committee

Expert Steering Committee oversaw the project

### Government

- Regional Development Victoria
- Office of Training and Tertiary Education

### Industry

- Australian Industry Group
- Manufacturing and Engineering Skills
- GHD Pty Ltd

MCA Victorian Division



## Study purpose

- Identify labour skill needs for the Minerals Industry in Victoria
- Develop strategies to Attract, Train and Retain employees in the Minerals Industry



## Areas of focus

How can we grow the pool of local employees?

- More education and training
- Expanding opportunities
- Increased school awareness programs

What Training delivery is needed for career progression of existing employees?

How do we ensure we retain the current employees?

- Upskilling
- Strategies for mature age retention



## Attraction

### Recruitment of skilled workers

- Tight labour market (for electricians, drillers, diesel fitters, mining engineers, geologists)
- Preference for 'good thinkers' over qualifications
- Limited opportunities for school leavers- resistance to young participants
- Good Indigenous networks exist and some relationships which could lead to participation in the workforce
- 16% of workforce is female (national average is 18%)



## Training

### University qualifications

- Low numbers of graduates in relevant fields
- High proportion of graduates do not work in industry

### Trades

- Large numbers of jobs available
- Uptake of apprenticeships is low
- Contracting makes it difficult to train people

### In-house training

- High levels of OH&S training
- Mixed views on quality of training providers



## Retention

### Up-skilling

- Low staff turnover rates (brown coal sector)
- Tendency to use in-house training
- New workforce (metalliferous sector)

### Mature age retention

- Wave of retirements in next 10 years (brown coal sector)



## Key recommendations

Regional collaboration across industries to grow the pool of skilled employees

Development of 'pooled' workforce in 2 regions

- La Trobe Valley - brown coal sector
- Bendigo –Ballarat/Western District - metalliferous

Establish clusters of pre-competitive skills development across industries

Victorian Govt considering funding 2 regional clusters for 3 years

Local industries and employers to provide leadership and support



## Key recommendations

### Industry

- Increase opportunities for young people transitioning from education to work
- Develop targeted initiatives to recruit staff – sponsorships, focusing on women and Indigenous participation
- Increase focus on transferable competency based training
- Improve career advice through MCA website



## Key recommendations

### Education and training

- State Training Authority (STA) support development of mine focused VET in Schools
- Streamline training delivery, increase training and funding options
- STA prioritise development of up to date learning materials and methodologies
- Higher education sector encouraged to work with minerals sector to offer field based programs



## Conclusion

Expected pressure on workforce in next 5 years

- New developments coming on-line
- Aging of workforce
- Mobility of workforce
- Shortages predicted
- Competition from other resource rich states

Innovation is required – need to work across industry sectors



## For more information

MCA Victorian Division website for copy of report:

[www.minerals.org.au/victoria](http://www.minerals.org.au/victoria)

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