

# Mining & quarrying training

## Attachment II – 17 Sept Training Forum - full record

### Group responses after combining reports

#	What are the training outcomes we want?	Outcomes currently being delivered?	What are the barriers to these outcomes?	What are the enablers for these outcomes?	What do we need to do to overcome the barriers and enhance the enablers to yield the outcomes we want?	Who needs to do this?
1	<ul style="list-style-type: none"> <li>Quality training in extra competencies required of CoC holders by Jan 2016</li> </ul>	<ul style="list-style-type: none"> <li>Struggling to meet the timeframe imposed by the legislation.</li> </ul>	<ul style="list-style-type: none"> <li>Fixed deadline</li> <li>Lack of sufficient trainers</li> <li>Companies not started training</li> <li>Companies started training too late</li> </ul>	<ul style="list-style-type: none"> <li>More time</li> <li>More trainers</li> </ul>	<ul style="list-style-type: none"> <li>Extend the deadline</li> <li>More time via improvement notices</li> <li>Re-organise training schedules</li> <li>Survey CoC holders who have not completed about what US they haven't completed &amp; locations they prefer to be trained</li> <li>After survey talk to trainers about arranging best locations (site or other) based training</li> </ul>	<ul style="list-style-type: none"> <li>Industry</li> <li>Trainers</li> <li>MITO</li> <li>WorkSafe</li> </ul>
2	<ul style="list-style-type: none"> <li>Training fit for purpose in the workplace</li> <li>Consistency across all trainers</li> <li>Increased technical standards</li> <li>Improvement in core competences relevant to our jobs</li> </ul>	<ul style="list-style-type: none"> <li>Not consistently</li> </ul>	<ul style="list-style-type: none"> <li>Inconsistent training material and the relevance of material</li> <li>Training material inconsistent with US</li> <li>Assessments inconsistent with US</li> <li>Student expectation</li> <li>Currency of trainers experience</li> <li>Currency of assessors experience</li> <li>Cost not value attitude</li> <li>Peer pressure</li> </ul>	<ul style="list-style-type: none"> <li>The best training material</li> <li>The best assessment tools</li> <li>The best trainers</li> <li>Standardisation of training material</li> </ul>	<ul style="list-style-type: none"> <li>Good practice guide for surface mines/quarries needs to be used as basis for all surface operations training material</li> <li>US on Leadership (accountability and ownership) within CoC requirements</li> <li>US on safety MGMT system within CoC requirements</li> <li>Straterra to form review groups to look at assessment tools, trainers &amp; training material</li> <li>Involve industry expert groups in reviewing material &amp; assessments</li> <li>Review training material and level which it is being taught at</li> <li>Assess trainers capability</li> <li>Is high level CIMS necessary?</li> </ul>	<ul style="list-style-type: none"> <li>Industry</li> <li>Trainers</li> <li>MITO</li> <li>Training Providers</li> <li>WorkSafe</li> <li>BoE</li> <li>NZQA</li> </ul>

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					<ul style="list-style-type: none"> <li>• Consider incident investigation integrated with human factors</li> <li>• Should all trainers use to the same training material?</li> <li>• Encourage companies to allow staff to get involved in offering industry training</li> <li>• Develop a voluntary charter for Companies, Training Providers &amp; Trainers with the objective of improving training outcomes &amp; maintaining standards</li> </ul>	
3	<ul style="list-style-type: none"> <li>• Qualified &amp; well rounded people = qualification</li> <li>• Meeting statutory requirements = CoC</li> </ul>	•	<ul style="list-style-type: none"> <li>• Perception that CoC will deliver everything needed</li> <li>• Tick box approach – outcome desired is CoC rather than improved productivity, quality, H&amp;S performance</li> </ul>	<ul style="list-style-type: none"> <li>• CoC requirements limited to safety critical US</li> <li>• Implementation of the new qualifications from the TRoQ</li> </ul>	<ul style="list-style-type: none"> <li>• Companies take a leadership position by promoting qualifications as the pathway to CoC rather than CoC seen as the qualification</li> <li>• Investigate funding of CoC units</li> </ul>	<ul style="list-style-type: none"> <li>• MITO</li> <li>• WorkSafe</li> <li>• BoE</li> <li>• Industry</li> </ul>
4	<ul style="list-style-type: none"> <li>• Flexible training in terms of location that fits the needs of companies</li> <li>• Access to training (choice)</li> </ul>	•	<ul style="list-style-type: none"> <li>• Ensuring sufficient course attendees for efficient &amp; cost effective delivery</li> <li>• Sufficient high quality trainers</li> </ul>	<ul style="list-style-type: none"> <li>• Improved communication between Training Providers, MITO &amp; companies</li> </ul>	<ul style="list-style-type: none"> <li>• Flexibility - Individual trainers to come on site (Being actioned - MITO MA)</li> </ul>	<ul style="list-style-type: none"> <li>• MITO</li> <li>• Training Providers</li> <li>• Trainers</li> </ul>