



Resources and Engineering Skills Alliance (RESA)

Projects and Activities

August 2021

Acknowledgement of Country

RESA acknowledges the Traditional Owners of the land on which we live and work. We recognise the importance of traditions and cultural beliefs of Aboriginal and Torres Strait Islander people, and we offer our respect to Elders past, present and emerging.

Disclaimer

In preparing this report, RESA has highlighted current operational activities undertaken to support the skills and workforce priorities of industry, as communicated by key stakeholders. This report is supplied in good faith. In no event shall RESA be liable for any incidental or consequential damages arising from any use or reliance on the material provided.

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Introduction

The Resources and Engineering Skills Alliance (RESA) is the primary skills and workforce development advisory agency for the mining and energy industry sectors in South Australia.

RESA is extensively involved in the development of training and education frameworks to support the workforce priorities of industry.

With over twenty years' experience in the development and implementation of industry driven competency based programs, and over thirteen years involvement in nationally accredited training package/product development specifically in the resources and infrastructure sectors, I am proud to support the process of identifying and implementing the skilling solutions for the future of the South Australian resources industry sector, creating pathways to jobs and opportunities for South Australians.



Jodie Badcock
Chief Executive Officer

About Us

The Resources and Engineering Skills Alliance (RESA) is the primary skills and workforce development advisory agency for the mining and energy industry sectors - providing state representation in national forums and connecting with the best of Australian practice for the benefit of South Australians.

RESA is an independent, not for profit incorporated body, established in 2007 through a funding agreement with the state government of South Australia.

RESA is focussed on providing products and services that support government and industry to meet the workforce and organisational capability requirements of the mining and energy sectors.

RESA's three priority areas of focus are:



Our approach is to:

- **consult** widely to understand the priorities and challenges of the sector.
- **collate** the industry priorities information and data we receive and report it through channels that have the capability to develop, support or provide solutions
- recognise the capability throughout the Australian and South Australian industry sector and to initiate and support **collaboration** as required to deliver solutions to industry.
- **develop** recommendations for programs, services and strategic solutions where there are gaps in existing capability.
- **deliver** programs, services and strategic solutions through targeted projects supported by industry and /or government.

RESA has demonstrated capability and a range of tools and services to support companies to:

- carry out workforce planning and analysis
- identify and implement strategic solutions to skills priorities
- demonstrate workforce capability and compliance
- identify funding support for enterprise skills initiatives
- develop collaborative partnerships to implement skilling solutions

We actively engage with national and state industry forums to identify and access the best of the strategic solutions available to support industry.

Projects and Activities

RESA's ongoing activities to address the priority areas include:

Stakeholder Engagement, Promotion and Representation

RESA implements a systematic approach to identifying industry workforce priorities and opportunities to provide collaborative solutions resulting in jobs and opportunities for South Australians, with the underpinning priorities of regional and Aboriginal economic participation.

RESA identifies and promotes programs and opportunities to build capability within the State and represents the mining and METS sectors in state and national industry frameworks, particularly related to skills and workforce development.

Data and Insights

RESA provides real-time data and reporting to advise key government departments, and other stakeholders, of workforce priorities and demand. The quarterly Hiring Intentions report provides essential insights into workforce demand and trends in the sector in South Australia.

RESA also undertakes targeted research projects, at the request of government, to provide insights into workforce participation and demand, regional / supply chain capability and Aboriginal economic participation.

Workforce Development

RESA participates in strategically aligned State and National forums to represent South Australia at a national level and provide connection to national trends and solutions for South Australians.

RESA is a central point of contact to advise industry stakeholders of the range of initiatives, programs, services available to the sector and to facilitate connection and collaboration.

Programs

RESA has the capability to identify opportunities and broker/deliver funded programs that address workforce skills and industry capability priorities. The programs are industry driven and delivered through collaborative partnerships.

Current Projects and Activities

RESA undertakes a broad range of projects and activities to support the workforce priorities of the mining and energy industry sectors. Some of these activities are highlighted in the table below.

RESA Active Projects
Hiring Intentions Report
RESA's quarterly Hiring Intentions Report provides real-time insights into the jobs and opportunities in the Resources and Energy sector in South Australia. The data provides insight into metro and regional demand, occupations in demand and pressure points for industry.
RESA Enews
The RESA eNews is an electronic newsletter distributed to our 4,000+ online subscribers. The newsletter highlights programs and initiatives relevant to addressing the skills and workforce priorities of our stakeholders.
SA Mining and Energy Workforce Priorities Report – 2020 Review
<p>The SA Mining and Energy Workforce Priorities Report – 2020 Review published in April 2021, reflects real-time validated hiring activity for the resources and energy sector in South Australia, including:</p> <ul style="list-style-type: none">▪ snapshot of industry activity in 2020▪ snapshot of market activity in 2020▪ review of hiring activity in 2020▪ identification of priority skills and occupations in 2020
Australian Apprenticeship Pathways
<p>Declaration of the vocations of:</p> <ul style="list-style-type: none">▪ Associate Engineer, application in progress▪ Operations Support Worker, approved <p>Applications were prepared and submitted by RESA for the consideration of the Training and Skills Commission.</p> <p>The declaration of these vocations will provide an Australian Apprenticeship pathway to employment in the identified critical occupations - supporting access to jobs and opportunities in regional South Australia.</p> <p>The declaration of the Associate Engineer vocation will be the first tertiary Australian Apprenticeship to be made available nationally. This is a ground-breaking initiative and a tribute to the effectiveness of a collaborative approach skilling solutions.</p>
Hydrogen and Fuel Cell Career Guide
<p>This guide has been released to provide insights into the career pathways for existing and emerging jobs and opportunities for the Hydrogen energy sector. It brings together international workforce profiling and the Australian workforce context.</p> <p>The Guide is available from both the RESA and Hot Rubble Mining and METS Career Pathways website.</p>

Work Readiness and Team Leader – Action Learning Initiatives

RESA's **Work Readiness** and **Team Leader** Initiative is a collaboration with the Global Centre for Work Applied Learning (GCWAL) through the delivery of two leading edge programs Action Learning programs.

1) **Graduate Work Readiness** – accelerating productivity of new industry entrants through developing an applied understanding of working effectively in the business environment

2) **Facilitating Action Learning Teams** – building organizational capability through developing team leaders to lead focused teams to apply action learning principles to identify and explore real problems, identify and test solutions and apply reflective practice techniques to learn through experience, redirect and respond appropriately.

The programs are specifically developed to provide work-based professional development in personal skills identified by industry as critical for growth.

Action Research Project – Empowering Community Engagement Professionals (ECEP)

Effective community engagement is critical to the development of resources and infrastructure projects and in delivering improved workforce participation outcomes for Aboriginal people in the resources sector.

RESA, in collaboration with GCWAL, is developing an action research change management project.

The project will deliver on three levels:

Level 1: The ECEP program will provide professional development and support to community engagement professionals, through the customised Facilitating Action Learning Teams work based action learning program. The program, delivered and facilitated online by a dedicated GCWAL Action Learning professional, will provide community engagement professionals with the skills and knowledge to build organizational capability through action learning groups working collaboratively to deliver outcomes that will have immediate impact in the development and implementation of Aboriginal engagement strategies, specifically aligned to organizational commitments and priorities,

Level 2: RESA will facilitate an ECEP network - an industry network of like-minded professionals participating in the program to share expertise, learning, challenges and strategies that work. It is expected the network will also provide specific input from trusted representatives of South Australian Aboriginal people.

Level 3: RESA's Action Research Project will capture the shared experiences from the implementation of the project to inform future practice.

Hot Rubble – Connect: Mining and METS entry level job portal

RESA's Mining and MET entry level job portal has been developed through our collaboration with Austmine. The portal not only supports the Austmine STEM METS Student Placement program but provides a single point of access to job opportunities for industry entry level job opportunities.

www.hotrubbleconnect.com.au

Hot Rubble: Mining and METS Career Pathways website

RESA's rebranded Hot Rubble website was launched in 2020 to provide information and advice relating to careers and opportunities in the Mining and METS sectors.

www.hotrubble.com.au

Collaboration – Austmine STEM METS Student Placement Program

RESA's collaboration with Austmine has provided us with the opportunity to support the Austmine STEM METS Student Placement Program since 2019. Over 400 applications for student placements were supported by RESA in 2020. The collaboration agreement has been extended to provide ongoing support for the 2020/21 program.

Austmine – Harnessing Intelligence Associate Sponsor

RESA welcomed the opportunity to support Austmine through an Associate Sponsorship of the Austmine - Harnessing Intelligence conference to be held in May 2021. This has been achieved through an in-kind contribution leveraging our extensive stakeholder network and social media and engagement strategy.

Supplier Essentials – Supply Chain Capability

In 2021 RESA engaged respected mining and energy procurement specialist Jody Rowe, to develop an introduction to the mining and energy industry for suppliers considering working in the sector. This tool has been launched on the RESA Supplier Hub website page and is now freely available to stakeholders.

Ingkarni Wardli Technologies Program – University of Adelaide Collaboration

RESA is in the process of committing to a collaboration with the University of Adelaide to support the Ingkarni Wardli Technologies Program. The program is aimed at Year 11 and 12 Aboriginal students and will provide the students and their support person (family member, guardian or other support person) with the opportunity to participate in a week-long camp (including travel days) on the University's North Terrace campus and participation the Ingenuity showcase.

Other Activities

RESA regularly provides advice to individual company and industry representative body enquiries relating to the application of skills and workforce development initiatives to their specific priority needs. These conversations are wide ranging and apply across subsectors of the mining and energy industry sectors. They provide important insights into mining operation and supply chain challenges and opportunities.

Collaboration and Industry Representation – State and National

RESA provides industry support and leadership through representative on select industry committees and through targeted networks, as outlined in the table below.

RESA Representation				
<p>Chair - Metalliferous Mining Industry Reference Committee, national</p> <p>Industry Reference Committees (IRCs) are the formal channel for considering industry skills requirements in the development and review of training packages. IRCs advise the AISC about the skills needs of their industry sector.</p> <p>The Metalliferous Mining IRC has coverage of surface and underground mining operations, resource processing and mineral exploration activities.</p>				
<p>Drilling Industry Reference Committee, national</p> <p>Industry Reference Committees (IRCs) are the formal channel for considering industry skills requirements in the development and review of training packages. IRCs advise the AISC about the skills needs of their industry sector.</p> <p>The Drilling IRC has coverage of non-hydrocarbon drilling, oil and gas drilling and well servicing activities.</p>				
<p>Coal Mining Industry Reference Committee, national</p> <p>Industry Reference Committees (IRCs) are the formal channel for considering industry skills requirements in the development and review of training packages. IRCs advise the AISC about the skills needs of their industry sector.</p> <p>The Coal Mining IRC has coverage of surface and underground coal mining activities.</p>				
<p>Minerals Council of Australia – Mining Skills Organisation Pilot (MSOP) Working Group, national</p> <p>Mining Skills Organisation Pilot was established to strengthen Australia’s Vocational Education and Training system (VET) by ensuring it remains responsive, respected and flexible – providing learners with the skills needed to succeed in modern workplaces and employers with the workers needed to grow a strong economy.</p> <p>RESA provides representation on the Mining Skills Organisation Pilot Working Group and actively participates in the four project hubs addressing identified priorities of:</p> <table border="0"> <tr> <td>Retention and Attraction</td> <td>Apprenticeship Pathways</td> </tr> <tr> <td>Qualification Reform</td> <td>Digital Transformation.</td> </tr> </table>	Retention and Attraction	Apprenticeship Pathways	Qualification Reform	Digital Transformation.
Retention and Attraction	Apprenticeship Pathways			
Qualification Reform	Digital Transformation.			
<p>Construction Mining and Energy Industry Skills Council, South Australia</p> <p>As part of the State Government’s Skilling South Australia initiative, Industry Skills Councils (ISCs) were established to strengthen industry’s voice in skills and workforce development, and to ensure that funding for skills and training is directly aligned to industry priorities. RESA represents the Mining and METS sectors on the Construction Mining and Energy ISC with a view to ensuring the industries workforce priorities are supported by the State skilling frameworks in Apprenticeships and Traineeship, School Pathways and Funded Programs.</p>				

Construction Industry Training Board (CITB) – Civil Construction, South Australia

CITB is a whole-of-industry led organisation that provides support to attract, train and retain South Australian building and construction workers by providing leadership in training and skills development. As civil skills, civil construction and infrastructure projects contribute significantly to the mining and energy sectors RESA represents the interests of the sector through the CITB industry advisory group. RESA also promotes the availability of support from the Construction Industry Training Levy to civil operators.

Aboriginal Employment Industry Sector Cluster – Civil, Energy, Infrastructure, Water & Resources (CEIWR), South Australia

The Governor’s Aboriginal Employment Industry Cluster Program is an employer led initiative established to facilitate increased employment of Aboriginal and Torres Strait Islander people in South Australia with an emphasis on skills development. RESA has welcomed the opportunity to join the CEIWR industry cluster with a view to identifying and promoting best practice and supporting organisations seeking to increase Aboriginal employment.

ARC Industrial Transformation Training Centre for Integrated Operations for Complex Resources South Australia – Industry Partner

The IOCR Training Centre aims to drive productivity in mining, grow competitiveness in the METS sector, and build skills and capacity for end-user focussed research. The Training Centre uses an integrated systems approach that focuses on:

- Smart Sensing
- Data Analytics & Integration
- Optimisation through Integration

RESA is an Industry Partner for the ARC TC and will contribute to:

- the professional development of participating students
- Identifying the workforce impacts of new and emerging technologies.

University of Adelaide, PACE Micro-credential Working Group

RESA is providing industry perspective in the development of the University of Adelaide’s micro-credentialling capability.

Port Pirie Industry Training Hub South Australia – Steering Committee

Port Pirie is one of ten training hubs being trialled across Australia, as part of a \$50.6 million investment by the Australian Government to improve opportunities for Year 11 and 12 students while the Government’s Boosting Apprenticeships program will generate around 70,000 new apprentice and trainee places around Australia.

Career Employment Group (CEG) has been awarded the contract to support school to work initiatives in the Port Pirie region and surrounding areas. RESA has welcomed the opportunity to support CEG and the Career Advisor through the Steering Committee.

Publications

RESA provides workforce insights into South Australian Mining and Energy workforce priorities. Publications have included:

- South Australian Mining and Energy Hiring Intentions Report, Quarterly
- South Australian Mining and Energy Workforce Priorities Report, 2020 Review
- South Australian Copper Skills Forecast, 2019 - 2025
- RESA Future Mining Workforce Report, 2014 - 2030
- South Australia Resources Workforce Scoping Report, 2013 – 2020
- Whyalla and Eyre Peninsula Workforce Scoping Study

RESA publications are available from the Data and Insights page of our website: www.resa.org.au

Our People

Jodie Badcock, Chief Executive Officer (RESA)

Biography:

Jodie Badcock has over 20 years experience in building workforce capability and the VET sector. Since 2005 she has been involved specifically in supporting the skills priorities of the resources sector and supply chain.

Jodie has project managed national industry driven government funded programs and, as a technical specialist, managed the maintenance and development of the Australian nationally endorsed competencies and qualifications for the Resources and Infrastructure Industry sectors (Drilling, Mining, Quarrying and Civil Construction).

Jodie has extensive experience in industry and enterprise workforce analysis and has conducted industry capability studies commissioned by State government and industry bodies, particularly in mining and the civil construction sectors.

Jodie is currently the METS Ignited and NERA nominated representative on the national Metalliferous Industry Reference Committee and holds the position of Chair. Jodie is also a representative on the national Drilling Industry Reference Committee and the Coal Mining Industry Reference Committee. Jodie is a member of the current South Australian Training and Skills Commission's Construction Mining and Energy Industry Skills Committee. These committees play key roles in developing and influencing the systems, processes and programs that support the current and emerging skills requirement of industry.

Relevant Skills:

Jodie is passionate about skills and capability and ensuring that the competency frameworks that are in place are relevant, practical, efficient, productive and directly respond to providing industry with a future ready competent workforce.

Jodie brings a range of skills and knowledge to RESA including:

- Workforce planning expertise from enterprise specific and industry wide perspectives
- Over 20 years' experience in a range of roles in the VET and employment sectors
- A deep understanding of the skills priorities in the METS and Mining industry sectors across the scope of the Resources and Infrastructure Industries training package
- Industry relevant training package products and accredited course development and endorsement experience (RII and Supervision of Indigenous Employees), including qualifications, units of competency and skills sets
- Experience in facilitating national stakeholder engagement specific to the competency framework and in response to policy directives including operators, regulators, RTOs and government agencies
- Established state and national industry networks

- Experience in development of capability programs and frameworks to support industry specific skills requirements
- Knowledge of the VET policy framework and key stakeholders
- As a current resources industry representative on the SA Training and Skills Commission Construction Mining and Energy Industry Skills Council, the Civil Construction CITB Industry Advisory Group and the national Metalliferous Mining Industry Reference Committee (representing METS Ignited and NERA), knowledge of the current industry skills priorities and the frameworks that support them – and an understanding of the shortcomings of the current systems and opportunities to develop strategies to address them.
- A resource with an independent perspective from a not-for-profit organisation, supported by and aligned to the objectives of the government, without a commercial gain agenda, dedicated to addressing skills requirements for industry
- Enthusiasm, energy and an open mind to support a workforce planning strategy that will deliver real results to emerging industry requirements

Charles Moore, **Consultant - Industry Insights**

Charles Moore Solutions was established to work with enterprises to deliver projects and strengthen connections with stakeholders and government agencies.

Charles has extensive executive experience and knowledge of the resources and state government sectors in South Australia.

He brings a unique blend of expertise and understanding of the mineral resources sector, corporate and industry development strategy, stakeholder engagement and communications.

Charles led the development and implementation of the internationally recognised South Australian Copper Strategy while in the Department for Energy and Mining.

He worked with industry, researchers, Aboriginal and regional communities and government agencies to deliver the program, including leading the Copper to the World Conference series from 2017-2019.

Keven Donnelly, Consultant - Industry Pathways

Keven Donnelly is a highly experienced practitioner with substantial experience in training and development strategies both in Australia and overseas.

Keven has worked in the Mining, extractive, chemical and petrochemical industries as well as working with drilling and heavy haulage organisations. He has also spent a number of years working with Industry Skills Councils to help rationalise and consolidate training packages.

Keven was instrumental in designing a training system which saw the organisation win Employer of the Year in the NSW Training awards. The organisation then went on to win the resource sector award in the National training awards.

He has had considerable success with pre-employment strategies and the development and facilitation of traineeships for indigenous people, specifically in the mining sector.

Prior to moving to New South Wales, Keven spent 3 years commuting to the United States as an Organisational Change Consultant. The project was mainly around organisational development and change management, recruitment, training and development, job/role development and attainment of ISO accreditation

Some of Keven's recent projects include:

- Assisting organisations to develop workforce planning and development strategies.
- Review and update HSE management systems.
- Development of Training Systems and succession planning.
- Organisational Management restructures.
- Apprenticeship and Traineeship programs

Specialties: T&D systems, National Training Framework, Redevelopment of operational groups and management, Staffing and recruitment, Organisation development

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