

11 November 2015

Attn: Charles Moore
Mineral Resources Division
Department of State Development
GPO Box 320
Adelaide, South Australia 5001

Dear Charles

SUBMISSION ON DEVELOPING SOUTH AUSTRALIA'S COPPER STRATEGY

Thank you for your invitation to provide feedback on the Copper Strategy Consultation. RESA welcomes the opportunity to provide input into this valuable strategy.

RESA is a not for profit industry organisation providing organisational and workforce development advice and consulting services to the mining and resources industry to build capability and productivity of the industry, and its supply chain. RESA achieves this through the delivery of industry programs, research into industry trends, working with business and government to develop and facilitate industry solutions, and brokering support for organisational development programs. Our purpose can be summarised as, more resources jobs for South Australians, a more highly skilled resources workforce and, improved capability of resources businesses.

It is with this remit in mind that RESA provides comment on the outcomes of the Developing South Australia's Copper Strategy process and suggests additional avenues for consideration.

Building Industry and Community Capability

RESA welcomes the focus on strengthening regional capability to meet the needs of the copper strategy. For all South Australians to truly gain the benefit from resources growth, measures need to be put in place to ensure strong regional and aboriginal engagement as well as local procurement practices that support resources developments.

Regions and communities will be more supportive and engaged with the sector and become more resilient within a setting that supports:

- Small and Medium Enterprise (SME) development. Frequently regional business are SMEs, to further strengthen these regional businesses and support them to win packages of work within the sector, business skills including business model innovation will assist in developing their potential. This can lead to products and services and the potential to develop export markets, building South Australia's capability as a mining services hub,
- A focus on appropriate regional vocational skilling which supports diversity within the workforce. This will allow communities and individuals to be more competitive for vacancies within the sector this focus on skilling will flow across and benefit allied industries such as agriculture, fishing and forestry, increasing the regional workforce's adaptive capacity and making them safer and a simpler choice for employment,
- Engagement with all levels of schooling to encourage the uptake of STEM subjects to ensure a strong future of regional employment across all levels of the sector,
- Encouragement of Indigenous SME development, employment, skilling and mentoring, to ensure Aboriginal people can engage in the economic and social benefits that result from resource development on their traditional lands.

As a foundational aspect of any mining operation, support for regional employment and upskilling must be embedded within the copper strategy to best realise the benefits for all South Australians. While engagement with the community is an important part of the process, a true social licence to operate is earned by real consideration of the community as a partner in the development and sharing the benefits of the development including by providing meaningful employment and upskilling opportunities to people within affected communities.

Innovative Infrastructure, Services and Research

To form a Copper Technology Centre of Excellence within the state, it will be important to foster a mining innovation ecosystem. SMEs are becoming a more important part of the business environment in South Australia, in addition to supporting university research, Co-operative Research Centres and research institutions, it will be important to put in place programs to inform and support innovative SMEs to work on Copper Industry problems. SMEs, particularly those based in regions, need to gain access to mining companies and sites to understand and assess problems and develop new and innovative products and services to support the industry. RESA recommends the inclusion of initiatives to support

copper technology commercialisation and non-research sector based innovation to truly make South Australia the centre of Copper Technology.

Any expansion of the copper industry will be achieved with new technologies, processes and systems, the expansion from current production to 1 million tonnes per annum will have a large impact on the skills composition and availability within the industry. Legacy systems will remain important as will workers who operate those systems. However there will be a growth in new skills associated with autonomous and remote systems, the drive for improved productivity and safety will see rapid adoption of skills sets and qualifications, some of which have are not yet defined. According to the *South Australian Future Mining Workforce Report 2014-2030*, prepared by RESA, 57% of roles within the copper industry were projected to be skilled or technical roles, and future growth within this industry is expected to require strong skills support to ensure the maximum benefit is realised by South Australians. RESA therefore recommends the inclusion of programs within the copper strategy to interrogate and define those skills and support a more highly skilled industry.

World Leading Information

RESA applauds the South Australian Government for its commitment to public databases such as the South Australian Resources Information Geoserver (SARIG). To truly unlock the state's copper potential, the copper strategy must support the continued development of new tools and analysis to fully realise the power of the data held within SARIG. The copper strategy should therefore include programs to support the application of big data techniques to our public data, and the continued refinement and improvement of the database to maintain its position as a world class repository.

Should you require any further clarification on the points raised here, please don't hesitate to contact me on (08) 7325 8507 or electronically at Phillip.decourcey@resa.org.au

Yours Sincerely



Phillip De Courcey
Chief Executive Officer
Resources and Engineering Skills Alliance