

Tropical North Queensland TAFE

Xstrata Frieda River and TNQT Training in PNG – 2012

Australia-PNG Mining Conference 2013



TAFE
Queensland



Queensland
Government

Xstrata Frieda River

- Throughout 2012 TNQT delivered 5 training programs to PNG nationals at Xstrata's Frieda River Project in PNG
- Where is the Frieda River Project?
- What training did we cover?
- Why did we do this?
- Difficulties
- Future Opportunities





Image 1

Xstrata Frieda River

What training did we cover?

- Basic Computing - 6
- Certificate IV in Training and Assessment - 4
- Certificate II in Hospitality (Housekeeping) - 11
- Certificate I in Engineering (Mechanical) - 6
- Certificate II in Construction - 6



Image 2

Xstrata Frieda River

Why did we do this?

- because Xstrata identified the need and opportunity for training:
 - over 40% of the Project's employees are local to the site
 - levels of formal education are very low
 - provide a pathway for workers into higher level trade qualifications that will be required as the site grows
 - investing in their employees





Xstrata Frieda River

How did we do it?

- all started with employability skills assessment conducted in 2011
- 10 staff across a range of training areas visited Frieda River to conduct this training needs analysis
- participants undertook a literacy and numeracy assessment and were rated on their suitability to undertake the identified qualifications



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How did we do it?

- trainers utilised site equipment as part of their delivery resources due to difficulty of bringing specific resources into site
- in most cases participants were instructed and trained while undertaking an onsite project
- e.g. the construction participants assisted in laying concrete slabs and erecting facilities on site



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How did we do it?

- we flew trainers in from Cairns via Port Moresby for 2 week blocks
- training blocks were scheduled to align with the Project's shift rosters
- classes were a combination of face-to-face classroom-based lessons and practical work
- class numbers were kept small to maximise the training opportunity for each participant
- extra support was provided in class to assist with English literacy and numeracy



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Difficulties

- literacy and numeracy levels of participants, language barriers
- not all participants completed – some partial and some other qualifications (e.g. Certificate II in Concreting)
- time
- site access – very remote
- payment of training staff and complications of overseas delivery



Xstrata Frieda River

The training was considered a success overall with vast improvements in skill level amongst all participants.

Opportunities for the future?

- completing the training for those who did not finish
- repeat of programs for new candidates
- progression to Cert III level
- additional Certificate II programs:
 - Electro-Technology (Career Start)
 - Engineering (Fabrication Focus)
 - Hospitality (Kitchen Operations)



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References

- <http://www.friedariver.com/EN/Pages/Home.aspx>
- Image 1 - <http://www.friedariver.com/EN/AboutUs/PublishingImages/FriedaRiverProject.jpg>
- Image 2 – <http://www.friedariver.com/EN/SustainableDevelopment/PublishingImages/TAFE%20Training%20-%20Engineering%20SML.jpg>

