



## **INQUIRY INTO THE PERFORMANCE OF THE REGIONAL INVESTMENT ACTIVATION FUND AND THE REGIONAL JOB CREATION FUND**

NSW Minerals Council response to questions on notice - Friday 8 December 2023

### Question:

*Mr STEPHEN BALL: Are there many group apprenticeship schemes out there where an apprentice can work for a range of different companies? Obviously, the smaller the company, the more specialised the task. But if you want an apprentice to have a good embodiment of different aspects of their trade, then you really want them to move to different employers but under a group apprenticeship scheme.*

### Response:

Group Training Organisations (GTOs) employ apprentices and trainees and place them with host employers, while also providing any additional support to ensure that apprentices complete their training contract. Many GTOs rotate apprentices among host employers to enhance the quality and range of their experience. A number of NSW Minerals Council member companies source their apprentices through GTOs, working collaboratively to nurture a pipeline of skilled tradespeople entering the mining workforce.

A full list of GTOs in NSW is available at [Find a GTO in NSW](#)

### Question:

*Speaking of benchmarking against different States, are there aspects of similar programs that exist in other States that we could potentially learn lessons from or that we could adapt in improving these two funds that we're talking about?*

*Ms CHARISHMA KALIYANDA: In some ways. I think, again, it tended very heavily towards the planning issues that you've identified in your submission. I was more trying to understand, for example, in terms of training schemes and in terms of other aspects of job creation, perhaps retraining people who may have experienced workplace injuries and can no longer continue to work in that particular role. In terms of those types of aspects of programs that may exist in other States, is there anything we can borrow from?*

### Response:

The Australian mining industry places a priority on our people and investing in skills and knowledge to provide opportunities in the minerals workforce of the future.

There are an extensive range of proactive programs undertaken by the relevant State based mining representative bodies, as well as the Minerals Council of Australia, that are designed to attract and retain people in the mining workforce.

NSW - [NSW Mining Careers and Education Pathways](#)

Queensland - [Education and Skills - Queensland Resources Council](#)

Western Australia - [Skills and Workforce Capability - The Chamber of Minerals and Energy of Western Australia](#)

Australia wide - [Career - Minerals Council of Australia](#)

In addition the mining companies themselves offer various employment programs to attract people to the mining industry. The attached website has links to over 70 different mining related companies' employment webpages. [Recruitment Websites – Australian Mining Careers](#). These companies offer a range of programs including graduate programs, traineeships, apprentices, experienced employees, as well as retraining opportunities within the companies themselves. There are also other employment service providers for the mining industry that offer employment opportunities. For example, Blackrock Industries - The Second Chance for Change (SCFC) Project - aims to provide Indigenous incarcerated men the opportunity to engage in long term, stable employment opportunities which in the long run will help with reducing recidivism rates. Eligible participants are offered both pre and post-employment servicing, training and mentoring.<sup>1</sup>

There are also a range of Government initiatives at both the Australian and State levels that offer transition programs for employment. The following links to the relevant Government sites offer further information.

NSW

- [Transitioning your career | NSW Government](#)

South Australia

- [Pathways to further education and employment for school students](#)
- [Career and pathway guidance - South Australian Skills Commission](#)

Western Australia

- [Training pathways to employment | Jobs and Skills WA](#)

Victoria

- [Discover pathways to your new job | vic.gov.au](#)
- [Re-skill for a career change](#)

Queensland

- [Changing careers | Employment and jobs | Queensland Government](#)

Australian Government

- [Career Transition Assistance - Department of Employment and Workplace Relations.](#)

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<sup>1</sup> [Second chance for change - Blackrockindustries.com.au](#)

Australian Government

- Skills support for 40 years and older - Department of Employment and Workplace Relations, Australian Government
- Other government and non-government employment programs and activities