



Train Brain

Greetings, I hope some recent brilliant clear weather is shaking off any mid-winter or COVID blues.

This Train Brain is unapologetically focused on a raft of Government initiatives designed to support industries like ours to get more people into apprenticeships and training.

There's a usual cycle to economic recessions. More people stay in or look for training – and employers who ride through that can be best placed when the upswing begins.

So it's great to see the Government bringing together its support for apprenticeships and formal training under the [Apprenticeship Support Programme](#), which commences in August.

What's really important is that the various initiatives will be particularly useful to smaller and medium size businesses. Usually, the bigger companies have been the lead in apprenticeships and training, having the resources to wear some of the costs associated with getting people work-ready and with sufficient skills to actually contribute a viable return to the employer.

Now we have employers being subsidised to take on apprentices over a two-year period.

There's a big opportunity here for smaller players in our extractive sector to get on board this train and ride it through to the return phase. Certainly, our industry's health and safety record will benefit from having better trained people across the workforce. Details of the Government's packages in this Train Brain.

I report on our resumed MinEx workshops with good numbers attending our first two post-lockdown gatherings in Northland – and even more due to attend South Island workshops this month.

I'm very pleased to say our Code of Practice for alluvial gold mines is now complete and will soon be available. A sneak preview in this Train Brain.

We also cover results of a MinEx survey on CDP delivery, and detail upcoming training.

Stay warm and safe.

Wayne

Wayne Scott
CEO MinEx and AQA

Multiple carriages on this train

I'm not sure we've really ever got back to the pre-1990s days when it seemed that most employers, certainly mid-size and upwards, had apprentices as a matter of course.

Somehow or other, this fundamental building block got chipped away at by a variety of things; more focus on university education, a more competitive economy, governments which believed the market would provide, and a much less generous streak which saw some employers simply poach the graduates after someone else had provided all the training.

From this week, we have the chance to take part in what appears to be the most comprehensive attempt at rebuilding apprenticeships and training seen in decades.



Getting more people into training like Abbey Loveridge is what is needed.

The Apprenticeship Support Programme is a cross-agency government response to help employers retain and bring on new apprentices while dealing with the effects of COVID-19.

Employers and businesses will be able to access support from either Apprenticeship Boost, Mana in Mahi, or the Regional Apprenticeships Initiative. Group Training Schemes which some employers are part of, will also receive additional support.

The Apprenticeship Support Programme is designed to keep apprentices in work, connected to training and to their communities while New Zealand recovers from the impact of COVID-19.

It includes:

- The new Apprenticeship Boost, which helps employers pay for new and existing apprentices in their first two years of training. As many as 36,000 apprentices per year (including new apprentices) will be supported. Employers are given a base subsidy of \$1,000 a month for the first year and \$500 a month for a second-year apprentice. Some 18,000 employers are expected to be assisted.
- The Mana in Mahi programme that supports people through an industry training pathway (including apprenticeship and pre-apprenticeship training) and into long term sustainable work is being expanded. Employers with Mana in Mahi apprentices get a higher wage subsidy under the Apprenticeship Boost programme.
- There's also extra for employers under the Regional Apprenticeships Initiative which provides support for up to 1,000 displaced regional apprentices who have lost their jobs through COVID-19, initially focusing on Māori and Pacific apprentices. You won't qualify if you are based in any of the three main centres.

For employers to be eligible for any of the funding, the apprentice has to be enrolled in a TEC-approved New Zealand Apprenticeship or Managed Apprenticeship programme. These will include the New Zealand Certificate in Mining and Quarrying (Level 2) and the New Zealand Certificate in Mining and Quarrying (First-line Supervisor) – Surface (Level 4). Go to the [MITO Apprenticeships and Training website](#) for more information.

Of course, there's no point powering up the engine if no one is on-board. Those doing apprenticeships and other tertiary training are now also able to do so without paying any fees for up to two years. This will include the New Zealand certificates listed above and the National Certificates completed for Certificates of Competence (e.g. A and B Grade Quarry). That can save an apprentice up to \$12,000. For more details go to the Work and Income – [Apprenticeship Support Programme](#) page.

I met with an official from the Ministry of Social Development (MSD) and also MITO representatives last month to discuss the possibility of an industry partnership with the extractives sector and have invited MSD to present to the Extractives Industry Training Advisory Group in coming weeks.

I hope these measures encourage extractive sector employers to seize what is the best opportunity in nearly 30 years to recruit apprentices and trainees. Get on board the train.

MELTing moments

Following its review of vocational education, the Government established Workforce Development Councils (WDCs) to cater for various sectors. Extractives is part of the Manufacturing, Engineering, Logistics and Technology (MELT) WDC.

An interim Board has now been approved for MELT, with the aim of establishing the WDC by Oct 2020. The current chair of our sector's industry training organisation MITO, Andrew Clearwater, has been appointed to the Board.

Andrew is a good supporter of the extractives industry and will ensure we have some representation in the establishment of the WDC itself.

There are 70 industries clustered within MELT but a positive for us is that all extractives and all industries covered by MITO are in the same WDC. MinEx and the AQA are currently working with MITO on the development of a Workforce Development Strategy for mining and quarrying which we're hopeful will be completed by Dec 2020.

This will be critical in justifying any funding for training and development of material from the WDC.



*Andrew Clearwater,
Chair of MITO*



***restricted and unrestricted hours every
time CPD is done.
It only takes a few minutes!***

North and South MinEx workshops recommence

We re-started our 2020 regional MinEx workshops in Kerikeri on 7 July and in Dargaville the day following. All up we had nearly 40 people attending which confirms that while Zoom has its attractions, you just can't beat the benefits of face to face training.

WorkSafe is again participating as is the IOQNZ with delivery of a two-hour Leadership session as part of each workshop. We also focus on Operating and Safety Systems and Legislation.

Our next sessions are in Ashburton on **Tuesday 11 August** and then in Greymouth on **Thursday 13 August**. Next month sees us in Paeroa on **Tuesday 8 September** and the following day in Rotorua.

Each workshop has 8 hours of CPD available and costs just \$150+GST. Registrations for workshops close 2 business days before the event.

For full details on how to register go to our website at: www.minex.org.nz.

Going for gold

MinEx has had huge support from West Coast alluvial gold miners to develop a Code of Practice for the sector.

So, we are going to launch the COP on the Coast on Thursday 3 September at the [Minerals West Coast Forum](#).

We're hoping to get a VIP or two along for the event but the key thing is the document itself.

Keri Harrison from Tui Creek Consulting Ltd has done a great job bringing together the COP with support from a dozen alluvial gold operators.

While parts of it are similar to other such extractive COPs, Keri has worked with alluvial gold mining companies on the Coast to develop industry-specific advice and examples, such as how to safely excavate below water.

There is also a section on small operations and those with lone workers.

The COP includes draft Health & Safety Management Plans and Policies for operators, Mine Record sheets and Inspection checklists.

We will put it up on the MinEx website on Thursday 3 September for you to download.



Keri Harrison Tui Creek Consultancy Ltd

***Remember to confirm your oral
exam appointment two weeks
before the date!
If you don't you might lose your spot***



Survey on CPD and how it's received

MinEx has done a survey to see how people feel about Continuing Professional Development, particularly after considerable use of Zoom as a tool for CPD during lockdown.

Some 67% of respondents had participated in a webinar of some kind. It was pleasing to see that about two-thirds of participants believe there are adequate CPD training opportunities for the extractive sector.

Some 61% of participants prefer a combination of workshops, webinars, conferences and seminars.

Of those that prefer a combination:

- 45% preferred workshops (face to face)
- 20% preferred webinars
- 20% preferred conferences

In short, there is a definite preference for face to face contact, at least as part of the mix.

Feedback from the survey showed that people like webinars which are:

- Short and sharp (1 hour)
- Which require no need to travel (time away work)
- Provides convenience

Respondents did not like the lack of interaction with other participants and presenters.

The survey outcomes accord with the feedback from the resumed MinEx workshops.

We will continue to offer workshop and webinar opportunities in the future.



***If you know of anyone who would like to
receive the Train Brain
email office@minex.org.nz
and we'll help keep their training on
track***

ACT Safety Courses



You can view the A and B Grade training courses for August on their [full schedule here](#).

August 2020							
BGT-04 B-Grade Tunnel	Thursday 6 August 2020 & Friday 7 August 2020	US 22057 Version 4 US 21661 Version 4	22057 - Demonstrate knowledge of pneumatic and hydraulic power systems used in extractive operations. Level 4 – Credit 7 21661 - Demonstrate knowledge of the used of electrical reticulation plant and equipment in extractive operations. Level 4 – Credit 7	2	ZOOM Virtual Classroom Training	20-592	9.00am- 5.00pm

Call them on (09) 270 9592 or visit their website to book the course <https://book.actsafety.co.nz/>

IOQNZ Webinars/Courses



The Institute of Quarrying NZ is offering the following webinars for August and September.

Registrations and payment can be made on our website – link here: <https://ioqnz.co.nz/shop/product-category/webinars-courses/>

For more information email loq@xtra.co.nz

IOQ NZ WEBINARS

12 August 2020

**Effective Leadership as you move from
the Management role to the Leadership role**
Facilitator: Paul Sutton

16 September 2020

Introduction to Contractor Management
Facilitator: Paul Sutton

\$25.00 Member

\$50.00 Non-Member

For more information or to register click below:

[https://ioqnz.co.nz/shop/product-category/
webinars-courses/](https://ioqnz.co.nz/shop/product-category/webinars-courses/)

***Remember to keep all evidence of CPD
to provide as evidence when you apply
for renewal of your CoC***



NZ Mines Rescue Courses



To view the full Training Schedules click [here](#).

Contact Colin McDonnell, on 03 762 7828 or email colin.mcdonnell@minerescue.org.nz

MITO Courses



Visit the [MITO website](#) for details on qualifications and courses you can do through MITO.

Contact MITO on 0800 88 21 21 to enrol.

Tai Poutini Courses



Go to the [Tai Poutini website here](#) to view the available courses for 2020.

Students may be eligible for free fees, see more information [here](#).
Contact Nicole Scalmer on 03 769 9645 or nicoles@tpp.ac.nz



Follow the MinEx Facebook page. <https://www.facebook.com/minex.org.nz/>

Copyright © 2020 MinEx - Health & Safety in NZ Extractives, All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#)

