

How an entire industry is building a sustainable future Industry: Mining

The resource and mining industry is booming, but in many areas growth is being hampered by shortages of talent – not just in individual companies, but also for the industry as a whole. In the midst of the current resources boom mining companies are struggling to find the skills and numbers that they need. The Mining Industry Skills Centre is helping some of the world's leading mining companies to work together on industrywide Strategic Workforce Planning to create a sustainable workforce for the industry's future.

Collaborating Across the Industry

The Skills Centre was established to work with the mining industry and government to ensure the timely development of a skilled and sustainable workforce for the future. As industry skills shortages really started to hurt the industry in the early 21st century, the Skills Centre realized that real exploration of the future workforce was needed to achieve this goal. The Heartbeat Project was created to identify and address specific skills shortages within the industry – and critically to help the industry address them.

From Data Sharing to Scenario Planning

Data about any employer's workforce is sensitive, but all of the participants of the Heartbeat Project knew that an industrywide approach was essential. Unless they looked at skills shortages across the industry, each company knew it was causing itself more long term pain. To balance this, the Skills Centre made sure that the solution they put in place supported data privacy where it was needed, while also offering the flexibility to support different organisation structures, data quality – and enabling a standard language to be developed. The Skills Centre chose Aruspex's CAPTURE software.

CAPTURE can automatically upload data from multiple companies and use that information to highlight workforce trends, but it can critically do much more, by also allowing external factors to be included in the planning. "First we wanted to use this data to see where the industry skill sets were going if nothing changed,"

"We need to explore real world scenarios and understand the gap between the workforce we have and the workforce we will need – both for individual companies, and for the industry as a whole."

Jenny Neumann,
Strategic Development
Manager



Neumann said. "But that's the easy bit. Then we need to explore real world scenarios and understand the gap between the workforce we have and the workforce we will need – both for individual companies, and for the industry as a whole. For instance, if the industry took this action, then this is what it could look like. And we needed software to do this automatically by skill set for us."

CAPTure enables the Skills Centre and mining company users to weigh the impact of demographics, business strategies, and other factors inside and outside the organization and the industry. It then identifies potential gaps, enables users to explore future scenarios, and guides them to find the best ways to avert the gaps – whether by hiring new staff, training existing staff, or changing the way work is structured to best suit the available talent pools. Once the right future is identified, CAPTURE enables comprehensive action planning to track progress to goals.

Looking Forward, Not Back

Using CAPTURE, the Heartbeat Project produced important insights into the mining industry's future. Results from the first phase of the project showed the average stay in the industry for the job roles surveyed is less than two years, and the retirement rate in these roles is as high as 20 percent over the next three years – simple insights that are helping the industry to do the real work of CAPTURE: plan for the future. This project will allow the Skills Centre to map workforce demand against supply and model it over a three-to five-year period – so that the industry can close any identified gaps.

This is the first time that such an approach has been applied to an entire industry, not just individual businesses. The Skills Centre are expanding the project to wider parts of the industry. By helping companies who compete in many areas to collaborate in the critical area of talent shortages, the Skills Centre is helping the resource and mining industry build a sustainable, affordable future.

If you'd like more information about how Aruspex and CAPTURE can help your organization or industry address skills shortages or other future talent issues, please contact us.

**comprehensive
action planning
to
track progress
to goals**