



# CAPABILITIES STATEMENT

TRAINING AND RESOURCE DEVELOPMENT

Version 1.1 – 2024



A dark blue, semi-transparent background image showing a close-up of a mining machine's track system. The tracks are made of heavy-duty metal links with large sprockets. The overall scene is dimly lit, emphasizing the industrial and mechanical nature of the equipment.

**Be with one of the most successful proficiency training companies within the mining industry.**

**Our eLearning management systems use a blended learning approach to customise your business training needs.**

**Find out what is the difference between us and our market competitors.**

## **Statement of Confidentiality**


This proposal and supporting materials contain confidential and proprietary information of Mining Skills Australia. These materials may be printed or photocopied for use in evaluating the proposed project but are not to be shared with other parties.

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# CONTENTS

<b>Animation Department (Motion Curve)</b>	<b>6</b>
■ <b>Indicative Courses</b>	<b>8</b>
<b>Training Department</b>	<b>10</b>
■ <b>Indicative Courses</b>	<b>12</b>
<b>Academy of Training</b>	<b>14</b>
■ <b>Indicative Courses</b>	<b>16</b>
<b>Emergency Management</b>	<b>18</b>
<b>Drill and Blast Department</b>	<b>20</b>
■ <b>Units of Competency</b>	<b>22</b>
■ <b>Explosives and Safety Management Systems</b>	<b>24</b>
■ <b>MSA Clients in Australia</b>	<b>26</b>
<b>Underground Department</b>	<b>28</b>



## MOTION CURVE

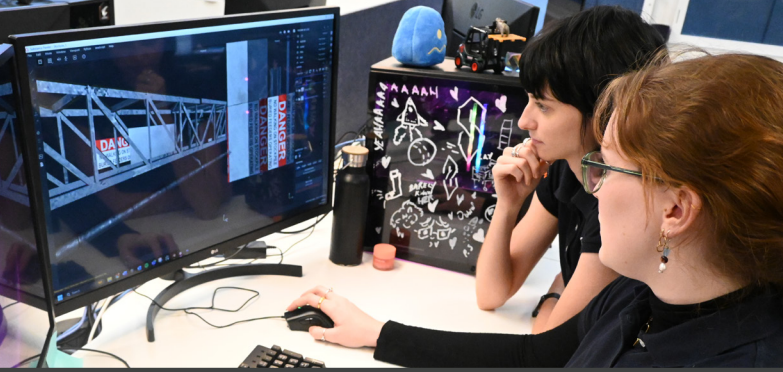
DIGITAL | INTERACTIVE | ANIMATION

**The training industry is no stranger to disruption with traditional ways of learning evolving from classroom training to eLearning to innovate digital and blended learning experiences.**

Workers are rapidly changing the way we engage with learning in the workplace. Mining Skills Australia uses a range of digital technologies to bring workers into an immersive learning environment that fosters a deeper engagement with the content. A blended learning approach will optimise/augment a Learning Management System with Animation, Virtual Reality (VR), Augmented Reality (AR), Meta and Gamification resources.

### **As a learning tool, digital technologies outweigh traditional learning resources:**

- Learners who have trained with immersive, digital resources are 40% more confident in their skills over traditional classroom learning.
- The individual controls the pace of their learning, allowing independent revision and repeatability of simulations.
- Animation, when used correctly, can contract 25 minutes of training into 5 minutes, allowing for quicker and comprehensive, immersive training.
- Simulations offer a safe environment for learning to build new skills before graduating to hands-on training with expensive machinery.
- Animations open limitless remote learning outcomes when paired with customised learning packages.



- Augmented Reality through using a tablet or heads-up-display (HUD) while working, with live communication to an expert, provides a cost-effective training solution.
- With Virtual Reality learning, users are significantly less distracted as there are no interruptions. VR trained employees are up to four (4) times more focused during their training than standard eLearning peers and 1.5 times more focused than classroom colleagues.

### **Resource support inclusion:**

Consumer customisable 3D assets, environments, with curated products for specific projects.

Expertise in animation (2D and 3D), virtual reality, augmented reality, mining specific app development, meta and gamification experiences for improved learner outcomes.

Client guidance throughout the animation process, synthesizing client 'needs' with 'wants'. This ensures each client understands why they need a particular animation medium over another.

Technical consultancy and post-deliverable support of assets (updating animation projects), technology (guiding on rollout of VR and AR packages) and scaling up or lateral growth (example: turning animation into a VR package/game).

Mining Skills Australia can develop animations for any training-based practice for any industry. We are always looking for ways to innovate and integrate new technologies into our body of work.

Mining Skills Australia prides itself on its modern integration into training and encouragement of educational material for learning development.



## INDICATIVE COURSES

### Training App Subscription

**Inclusion** Unlimited access to the eLearning Animation content via the Mining Skills Australia App or the Mining Skills Australia website client log-in. All animation content focuses on production load and haul units standard operating procedures. The animation has been developed to meet the needs of the target audience, procedures and can be customised to site specific requirements.

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### Animation Development

**Inclusion** Storyboarding and scripting of content  
Character / vehicle modelling and rigging  
Client reviews (with changes and amendments)  
Professional voice-over one (1) language

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### Virtual Reality Development

**Inclusion** Planning of key features and mapping of intended user experience required. We will complete all 3D modelling and rigging of the client's assets and develop all virtual environments needed. A professional voice-over can be arranged (one language) and provisional languages can be sorted also. Normally 3 reviews by the client are required and any changes or amendments can be made within these reviews. The VR product will be packaged and delivered by our specialist team of developers and support is offered for implementation and product servicing.

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## Augmented Reality Development

**Inclusion** Planning of key features and mapping of intended user experience required. We will complete all 3D modelling and rigging of the clients' assets and develop all virtual environments needed. Normally 3 reviews by the client is required and any changes or amendments can be made within these reviews. The VR product will be packaged and delivered by our specialist team of developers and support is offered for implementation and product servicing.

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## Mixed Reality Development [Meta Development]

**Inclusion** Mixed Reality (Meta) combines virtual reality and augmented reality to enhance interactivity by introducing virtual objects in the physical reality and the other way round, as well as allowing to manipulate them like physical objects. I.e. a 3D projected chair would disappear if there is another piece of furniture hiding it from view. If we came closer, we could lift it and place it somewhere else in the room. Virtual, augmented and mixed reality will come together in single multifunction device.

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# TRAINING

**Mining Skills Australia is a supplier of proficiency and competency-based training programs and resources across Australia, with an ever-advancing global reach.**

To support the training needs of various sites we have a range of equipment specific animations and eLearning resources used through online and tablet-based applications. Mining Skills Australia has found that their suite of animated and mixed reality learning resources is working to lessen the knowledge gap when support Literacy, Language and Numeracy (LLN) issues in the workplace.

## **To support our resources, Mining Skills Australia:**

- Customises training resources through eLearning capabilities and Apps for remote locations globally.
- Trains on-site, new to industry personnel, certified trainers, load and haul operators, Supervision and Management.
- Provides machine application and operator training specialists with the tools to implement proficiency and competency-based training programs.
- We develop and maintain competency-based training resources and packages in line with the Resource, Industry and Infrastructure (RII) training packages.
- Contextualisation of material for Supervisor and Mine Management training packages, mapped to Legislative and Industry requirements.



- Mining Skills Australia provides access to Production Mine Managers, Open Cut Examiner, Load and Haul Supervisor and Site Senior Executive trainers and mentors with over 50 years' experience in various Open Cut Mines within Australia and Internationally.

Mining Skills Australia believe operator technique standardisation is essential based on the requirements for your mine site.

By providing and demonstrating hands on in cab proficiency training, we fine tune production operators across load and haul efficiency awareness ultimately to increase BCM or tonnage per hour for our clientele.

Mining Skills Australia can develop animations for any training-based practice for any industry. We are always looking for ways to innovate and integrate new technologies into our body of work.

Using our specifically built analytical tool for logging and reporting operator progress, crew operators, Supervisors and Training Departments can get real time reports as to operator output for review and intervention.

Mining Skills Australia's Load and Haul Programs emphasises production unit versus forecast improvements.

During the training we complete a real time analysis of the operator. This will be measured against the targeted output required by the client so that improvements or enhancements can be made to the load and haul cycle.

Overall, the minimum increase in the efficiency in load and haul cycle is approximately 20%.



# TRAINING

## INDICATIVE COURSES

### Proficiency Application Training

**Inclusion** Proficiency application training accesses our broad range of experienced mining equipment specialists to capture current knowledge and skill levels. A report will be provided to recognise each individual operator's current operating standard and give an in-depth analysis of the further training required. Proficiency application training covers the key performance indicators for load and haul equipment, preventative maintenance and equipment productivity. Mining Skills Australia utilises digital technologies to enhance productivity and training standardisation.

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### Operator Competency Training

**Inclusion** Our competency trainers will deliver training in line with site and organisational competency requirements ensuring that all trainees meet the requirements of the competency standards. Our trainers will complete both knowledge and skills-based trainer using a variety of digital applications and they ensure all assessments are in line with the endorsed components of the National Training Package.

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## Training the Trainer

**Inclusion** Mining Skills Australia has written, implemented and structured a Train the Trainer program that leaves the employees trained with the knowledge required to train persons on site to a high level of productivity. Our course focuses on standardisation of techniques and training material, ensuring that the most productive techniques are taught within your organisation.

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## Site Supervisor Training

**Inclusion** Our trainers and mentors focus on Supervisor knowledge of loading equipment efficiency and preventative maintenance, short and long-term productivity requirements, and overall understanding of various mining conditions that impact daily KPI's and targets.

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## ACADEMY OF TRAINING

**The Academy of Training is a Brisbane based supplier of proficiency and competency education and training programs, providing blended eLearning resources within the Mining and Resource Industry, globally.**

Mining Skills Australia Registered Training Organisation (RTO) is the compliance backbone of the Animation, Virtual reality, Augmented Reality, Meta and Gamification application and blended eLearning resources.

The RTO Department creates the appropriate documentation, learning material and resources to ensure national compliance standards for training packages are met.

**Mining Skills Australia's RTO can also implement emerging technologies, all of which are built in house, to complement materials to better support the learner, contextualised to an organisation's needs, including:**

- Collating and producing mapping documents, assessments and assessor guides, study guides, eLearning and PowerPoint presentations, and assisting with Learning Management Systems.
- Proficiency in instructional design, using Articulate and RISE360.
- Online courses and content/resources for purchase and certification.



- Deliver and assess the Generic Coal Induction, both classroom and through Virtual Reality.
- Creation of content for Safety and Health Management Systems (SHMS), Emergency Procedures, Standard Operating Procedures (SOP's), Safe Work Procedures (SWP's), Management Plans, competencies and other training/education programs.

Supporting Mining Skills Australia's passion for equal education opportunities for all, and a desire to provide employment pathways for those with Language, Literacy and Numeracy (LLN) issues, our RTO is enthusiastic in creating accessible, easy-to-use, compliant training and eLearning resources, that gives everyone the ability to achieve employment, normally unattainable.

This has been demonstrated through a few examples with Mining Skills Australia working with communities in Africa, Papua New Guinea, and South America. These communities would not have otherwise had the opportunity to gain employment or education opportunities if there was not knowledge and interactive blended training provided.

Currently Mining Skills Australia is also working with Indigenous Communities through diversity and inclusion programs in Australia to provide meaningful, knowledge-based training. Positive life-skills programs are creating long-term employment outcomes by providing opportunities direct with employers and the industry.

Mining Skills Australia is proud to be involved in real life success stories involving higher employment and retention rates for women and indigenous populations after the implementation and delivery of our technological advanced resources

Mining Skills Australia believes that the future in compliancy, proficiency and equipment training is through the combination of digital media technologies and simulation, backed by professional content that is easily accessible for the learner and the trainer simultaneously.

**"VET and higher education lead to higher levels of employment and employment pathways."**

Post pandemic research shows that on average students retain 25%-60% more material when learning online compared to only 8%-10% in a classroom.

Training rooms, Virtual Reality and Simulation centre at our Brisbane based Head Office, are also available for hire to deliver training courses.



## INDICATIVE COURSES

### GreenSafe Pathways

**Inclusion** A customised program of study including Certificate II in Surface Extraction + Certificate II in Workplace Skills for new workers to the industry. It is focused on transitioning candidates into competent and efficient operators.

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### Legislative Intelligence [Mine Site Operators / Personnel]

**Inclusion** A single day course set out for Mine Workers to understand their role, responsibilities and obligations under specific legislation relevant to employment. This course can also focus on how Mine Site Operators and Personnel make positive choices to ensure they implement their obligations as well.

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### Legislative Intelligence [Supervisors and Managers]

**Inclusion** This practical two-day legislation course is critical in ensuring Supervisors and Managers understand what is expected of them for mine site compliance, and that they understand their obligations, roles and responsibilities.

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### Training Package Development

**Inclusion** Development and creation of Lesson Plan, Study Guide, Theory Assessment, Practical Assessment, Assessor Guide, Mapping Document, Statement of Validation.

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All packages are delivered in a hard copy (folder) and electronically, for site distribution.



## Standard 11 Mine Induction Full Course

This course follows the requirements for Coal Mine Workers to be inducted before being on site.

<b>Duration</b>	Self-paced
<b>Units of Competency</b>	
RIIWHS201E	Work safely and follow WHS policies and procedures.
RIIERR205D	Apply initial response First Aid.
RIIGOV201E	Comply with site work processes/procedures.
RIIRIS201E	Conduct local risk control.
RIICOM201E	Communicate in the workplace.
RIIERR302E	Respond to local emergencies and incidents.
RIIERR203E	Escape from hazardous situation unaided (underground only)

## Standard 11 Mine Induction Refresher

This course is for workers who's Standard 11 qualification has expired and needs to be updated.

<b>Duration</b>	Self-paced
<b>Units of Competency</b>	
RIIWHS201E	Work safely and follow WHS policies and procedures.
RIIERR205D	Apply initial response First Aid.
RIIGOV201E	Comply with site work processes/procedures.
RIIRIS201E	Conduct local risk control.
RIICOM201E	Communicate in the workplace.
RIIERR302E	Respond to local emergencies and incidents.
RIIERR203E	Escape from hazardous situation unaided (underground only)



## EMERGENCY MANAGEMENT

Mining Skills Australia specialise in providing comprehensive emergency response services. Our purpose is to ensure that our clients are operationally prepared and compliant under any mining safety and health legislation, recognised standards and guidance notes.

We provide consultancy and operational personnel in conjunction with medical oversight, clinical governance, credentialling and drug licencing which covers everything associated with:

- Paramedics
- Emergency Services Officers
- Emergency Response Crews
- Drug Management
- Alcohol and Drug Testing
- Credentialling
- Education
- Quality Assurance



## Our emergency management teams can be used at any level:

- Planning
- Operational
- Strategic Planning
- Risk and Procedural Reviews

Our team are trained and experienced in managing any incidents, treating or stabilising injuries and illnesses presented in the field. Our personnel understand our client's occupational health and safety strategies and guidelines to ensure our client's interests are considered.

Mining Skills Australia can provide a complete Medical Clinic setup incorporating medical equipment, consumables and medications compliant to all Health Standards.





## DRILL AND BLAST

**Mining Skills Australia provides drill and blast consultancy services to the surface and underground mining industries to improve safety, technology understanding and optimisation.**

Mining Skills Australia (MSA) is a Brisbane, Queensland Australia based company that is privately owned.

While sustaining continual internal Australian sales growth, global expansion has been strong and has developed a presence in 13 countries due to our ability to use emerging technologies to develop blended Digital eLearning training resources, example XR.

MSA is fully supported in Australia by all levels of Government, is a Registered Training Organisation (RTO) and certified as an accredited training provider.

MSA's Drill and Blast unit is recognised as a participant in the following related key Industry bodies:

- International Society of Explosive Engineers (ISEE)
- Standards Australia
- Australian National Competence Training Framework
- Australia Explosives Industry Safety Group (AEISG)



## **Mining Skills Australia Products and Services include, but not limited to the following:**

- Desk top and site audits and consultancy services
- Explosives storage and handling compliance auditing
- Shotfirer and Blast crew personnel availability, training and mentoring
- Drill rig operations proficiency training / mentoring
- MPU skills development
- Shotfirer course delivery (open cut and underground)
- Assistant shotfirer course delivery
- Explosives safe handling practices and transport (open cut and underground)
- Procedural audits and licencing
- Safety, environment and community relations
- Software solutions
- IMESA FR Assessments

## **TRAINING**

Mining Skills Australia's Drill & Blast business unit develops and provides the following Accredited Courses to Australia Training Framework competency standards and site specific Non-Accredited Training Courses.

Mining Skills Australia's Drill & Blast training resource delivery can be provided in-person, on-site or remotely using a blended approach including XR (Extended Reality - Animation, Augmented Reality, Virtual Reality and Mixed Reality) as these innovative technologies offer unique characteristics for product and equipment familiarisation.

Our focus is providing technical solutions to assist our clients to perform optimally at all levels, generating sustainable downstream processing efficiency and productivity gains.



# DRILL AND BLAST

## UNITS OF COMPETENCY

### Certificate III in Surface Extraction Operations [Under Development]

This qualification reflects the role of employees such as production operators in an open cut mine or quarry, who perform tasks involving a broad range of skilled applications in a varied work context, using some discretion and judgement in selecting equipment, services or contingency measures for drill and blast activities.

### Open Cut Shotfirer [Metalliferous and coal]

- RIIBLA301E Conduct surface shotfiring operations
- RIIBLA205E Store, handle and transport explosives
- RIIBLA305E Conduct secondary blasting
- RIIBLA402E Monitor and control the effects of blasting on the environment

### Underground Shotfirer [Metalliferous]

- RIIBLA205E Store, handle and transport explosives
- RIIBLA303E Conduct underground development shotfiring
- RIIBLA304E Conduct underground production shotfiring
- RIIBLA305E Monitor and control the effects of blasting on the environment

### Support Shotfirer

- RIIBLA201E Support Shotfiring Operations

### Mobile Manufacturing of Explosives

- RIIBLA203E Conduct mobile mixing of explosives

### Stemming Operations

- RIIMPO304E Conduct Wheel Loader Operations

## New to Industry - Blasting

RIIBLA205E Store, handle and Transport Explosives

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Introduction to Explosives

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Blasting Basics

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## Safe and Efficient Blasting

Our Safe and Efficient Blasting Course is designed to equip participants with the essential knowledge and skills needed to conduct blasting operations with the highest levels of safety and efficiency. This course covers key topics such as blast design, risk management, and regulatory compliance, ensuring that all blasting activities are carried out in accordance with industry best practices and safety standards.

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## Blasting Awareness for Mine/Quarry Managers

Our Mine/Quarry Manager Blasting Awareness Package is specifically designed for leaders in the mining and quarrying industries who oversee blasting operations. This package provides in-depth insights into the critical aspects of blasting, focusing on safety management, regulatory compliance, and the optimization of blasting processes. Through a series of targeted modules, managers will gain a solid understanding of the risks associated with blasting activities, best practices for mitigating those risks, and the latest industry standards.

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## Queensland Class 1 Category 2 Explosives Drivers Licence and Explosive Transport Drivers on Mine Sites

RIIBLA205E Store, Handle and Transport Explosives

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## Class 1 Category 3 Explosives Drivers Licence

TLID0014 Load and unload explosives/dangerous goods

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TLID3015 Identify and label explosives/dangerous goods

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## Dangerous Goods Drivers Licence

TLILIC0001 Licence to transport dangerous goods by road

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## EXPLOSIVES AND SAFETY MANAGEMENT SYSTEMS

### Introduction

Mining Skills Australia Drill and Blast provide explosives safety and risk management. With years of industry experience, MSA D&B mission is to ensure the highest standards of safety and compliance in the handling, development, storage, and use of explosives. We specialise in providing comprehensive consulting, development, and auditing services tailored to meet the unique needs of your operations. Whether you're in mining, construction, or any industry where explosives are integral, MSA D&B is here to help you navigate the complexities of safety regulations and implement best practices that protect your people, assets, and environment.

## OUR SERVICES

### Consulting Services

- Safety and Risk Assessments: In-depth evaluations of your current safety protocols to identify potential risks and recommend actionable improvements.
- Regulatory Compliance Consulting: Guidance on adhering to local, state, and federal regulations related to explosives handling and safety.
- Process Safety Consulting: Facilitation of Bow Tie analysis and HAZOP (Hazard and Operability) studies to identify, assess, and manage potential hazards in complex systems, ensuring effective risk management and safety compliance

### System Development

- Safety Management Systems (SMS) Development: Creation of comprehensive safety management systems tailored to your operational needs, ensuring all aspects of explosives safety are covered.
- Standard Operating Procedures (SOP) Development: Designing clear, effective SOPs for all aspects of explosives handling, storage, and use, ensuring consistency and safety across your operations.
- Emergency Response Planning: Development of comprehensive emergency response plans that are integrated with local emergency services, ensuring rapid and effective action in case of an incident.

### Auditing Services

- Compliance Audits: Thorough inspections and audits of your operations to ensure compliance with all relevant safety and regulatory standards.
- Gap Analysis: Identifying gaps in your current safety systems and procedures, providing you with a roadmap for improvement.
- Performance Audits: Evaluating the effectiveness of your existing safety systems and procedures to ensure they are functioning as intended and delivering the desired safety outcomes.

### Incident Investigation

Mining Skills Australia Drill & Blast provide comprehensive incident investigations for explosives and dangerous goods using a range of proven methodologies:

- ICAM (Incident Cause Analysis Method): Focuses on identifying root causes and contributing factors to prevent recurrence.
- 5 Whys: A simple, iterative approach to drill down into the cause of a problem by asking "why" multiple times.



- Fault Tree Analysis (FTA): A systematic, deductive method used to map out and analyse the pathways to potential failures.
- Bow Tie Analysis: Combines risk assessment and management by visualizing potential threats and consequences.

MSA D&B provide a detailed report that outlines findings, root causes, and recommended corrective actions. Our goal is to not only identify what went wrong but also to implement strategies that prevent recurrence, enhance safety practices, and support continuous improvement in managing explosives and dangerous goods. We work closely with your team to ensure that lessons learned are effectively integrated into your safety systems, fostering a safer working environment for all.

## **IMESAFR Assessments**

Mining Skills Australia Drill and Blast offer IMESAFR (Institute of Makers of Explosives Safety Analysis for Risk) assessments to evaluate and manage the risks associated with the storage, transportation, and handling of explosives. Using this sophisticated quantitative risk assessment tool, we can accurately model potential incident scenarios, assess the impact on people and property, and provide actionable insights to enhance safety measures. Our IMESAFR assessments help ensure compliance with industry regulations and promote a safer operational environment.

## **Drill and Blast Operations**

Mining Skills Australia Drill and Blast are committed to enhancing the efficiency and success of your drilling and blasting operations through our specialised support and skilled labour hire services. Our goal is to provide you with the expertise and resources needed to optimise every aspect of your drill and blast processes, ensuring superior performance and safety. By partnering with us, you gain access to a range of tailored solutions designed to meet your specific operational needs:

- Expert Operational Support: Our team of experienced professionals offers in-depth knowledge and hands-on assistance in managing drill and blast operations. We help you design and implement effective strategies that maximize productivity while minimizing risks.
- Skilled Labor Hire: We provide qualified and reliable personnel who are adept at handling various aspects of drilling and blasting. Our labour force integrates seamlessly with your existing team, bringing expertise that enhances your operational capabilities.
- Safety and Compliance Assurance: We prioritize safety and regulatory compliance, ensuring that all blasting activities adhere to industry standards and legal requirements. Our support includes risk assessments, safety audits, and the implementation of best practices.
- Customised Solutions: We tailor our services to fit your unique project requirements and operational goals. Whether you need temporary support for a specific project or ongoing assistance, we adapt our solutions to meet your needs.
- Enhanced Efficiency: Our focus on process optimisation helps streamline operations, reduce downtime, and improve overall efficiency. With our support, you can achieve faster and more effective results.

Partner with MSA D&B to access unparalleled drill and blast operational support and labour hire services that drive your business forward. Let us help you achieve operational excellence and exceed your project objectives with confidence.



## DRILL AND BLAST

In the Australian market, Mining Skills Australia's Drill & Blast business unit works with a mix of the following major DBE organisations, limited list below:

Organisation	Drill Services	Blast	Safety & Compliance	Training Services	Explosive Product Manufacturers	Process Safety	Skilled Services	Proficiency Training
Dyno Nobel		X		X	X			
Austin Powder		X	X	X	X	X	X	
Maxam			X	X	X	X		
Nitro Sibir		X		X	X		X	
Johnex		X						
Major Drilling	X			X				
Platinum		X		X				
EPSA	X	X	X	X			X	X
Vitrinite Coal			X	X				
Holston Haulage								
Oceana Gold	X			X			X	X
Anglo America	X	X		X			X	X
HyTec Quarries			X	X				
Orana Drilling	X		X			X		
Enaex			X	X				

# DRILL & BLAST CONTACTS

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## UNDERGROUND

**To support organisations, trainers and new-to-industry training needs, Mining Skills Australia has a scope of equipment specific, safe work procedures and underground mining competencies offered through digital and eLearning resources.**

Through Mining Skills Australia's digital and eLearning resources, the gap between language, literacy and numeracy difficulties is closed, as the knowledge and understandings are presented in a real-time environment.

**Mining Skills Australia's Underground Department can provide on-site trainers, to implement proficiency and competency-based training programs, including but limited to:**

- Underground Industry Inductions
- RII20320 Certificate II in Underground Coal Mining
- RII30220 Certificate III in Underground Coal Operations
- Customised resources and procedures, site specific or general through eLearning programs for remote locations.



- Developing and maintaining competency-based training resources and packages in line with the Resource Industry and Infrastructure (RII) training packages.
- Contextualising Supervisor and Mine Management training packages, mapped to legislative and industry requirements.
- Access to Production Mine Managers, Explosion Risk Zone (ERZ) Controllers and Site Senior Executive (SSE) personnel.

Mining Skills Australia, prides its Underground Department with over 50 combined years' experience in all aspects of underground operations, providing quality training and mentorship.



**Mining Skills Australia Pty Ltd**  
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**MOTION CURVE**  
DIGITAL | INTERACTIVE | ANIMATION



**EMERGENCY  
MANAGEMENT**



**TRAINING**



**DRILL  
AND BLAST**



**ACADEMY  
OF TRAINING**



**UNDERGROUND**

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