

# Coal Industry Transportability Scheme (CITS)



## The background:

- The concept of transportability has been around for a number of years
- This particular scheme evolved out of a Longwall move that occurred at Oaky North (late 2001)
- Raised at the Coal Operators forum (late 2002)
- Subcommittee developed a model. (Underground Mobile Diesel Vehicle) (April 2003)
- Always seen as a nice to have (suggest that this has now changed)

## The problem:

- Even though they may have been previously assessed against the Coal Competency Standards, mines fully re-assess all new employees & contractors to verify that they are, in fact, competent to perform their assigned tasks.
- This is at a great expense, in cost & time, to mine site and contractor alike.
- Further emphasized by depleting pool of experience labour.

## The reasons:

- For this are numerous, with this scheme focusing on overcoming weaknesses and barriers evident in the training arena only. These include
  - The competency standards are quite broad and diverse in their application by design (e.g. D4 – D11)
  - Variability in assessment requirements across sites (e.g. Statements of Attainment, CAT contracts)
  - Variability in the interpretation of the competency standards (e.g. Pre-start)

### The reasons:

- The competency standards are used nationally
- Owned by DEST, reviewed every three years
- Making any changes to the competency standards difficult
- QLD is the only state directly legislated to use the competencies to their full extent.

### The proposed solution:

- To develop a local system that enables the transportability of competencies between participating sites, without compromising the SSE's legislative obligations.

### The anticipated benefits:

- Substantial savings in the time and costs associated with the reassessment of new employees and the contract workforce
- The sharing of industry skills/resources
- The overall increase in industry training standards

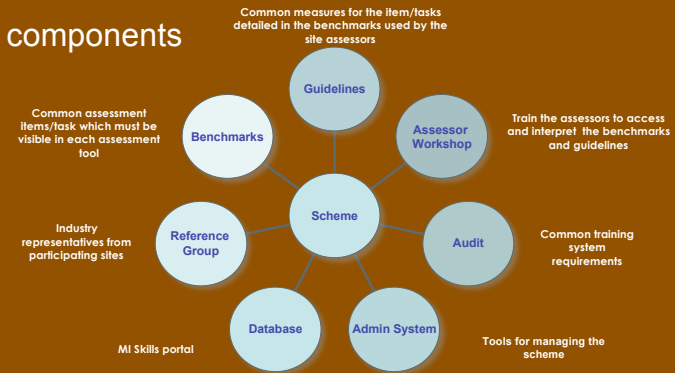
### The objectives:

- To move between sites, having a large portion of their competencies recognised, with only the site specific top up required
- To recognise work currently done to date, whilst not imposing vast amounts of additional work
- To ensure that all standards are maintained at a high level, with the aim of improving the overall industry training standard
- To ensure that the risk to the sites, in particular the SSE's was not increased by their involvement in this scheme.

## To achieve these objectives:

- Identify sites that were interested in participating in a system that enabled transportability
- Identify competencies best suited for transportability
- Identify aspects of assessment tasks that are common across these sites (grouping/descriptors)
- Develop a range of agreed “Assessment Benchmarks” and “Assessor Guidelines” for each common assessment task.
- Develop a management/audit process to ensure that site’s training systems meet the agreed standards and maintain the level of risk

## The components



## Reference Group:

- The original intent of the steering committee was to flesh out the concept, design and document the scheme
- Later converted to a reference group
- It is made up of participating mine site and contractor representatives (SSE’s reps)
- It has a future role in the ongoing development , co-ordination and management of the scheme

## Assessment Benchmarks:

- Assessment benchmarks contain details of “what industry expects to find in the assessment tools”
- They are reference documents which contain details of the common assessment items/task which must be visible in each assessment tool used within the scheme.

### Assessor Guidelines:

- These guidelines contain details of “what industry expects the assessor to be looking for when conducting an assessment”
- They are reference documents which contain details of the common measures for the item/tasks detailed in the assessment evidence standard used by the site assessors to deem a person competent within the scheme.
- Built in best practice where known

### Assessor Workshop:

- The development of this workshop was requested by the reference group
- It is required to ensure that all workplace assessors involved in the CTIS are aware of their requirements and the requirements of the standards and guidelines
- It has been updated to assist in addressing current refresher training requirements and TAA alignment.
- Should be noted that these are not a requirement of the CITS model, therefore the workshop is expected to have various exit points

### Training System Standard:

- This standard contain details of “what industry expects each site’s training system to contain”
- This is a reference document which contains details of the common training system requirements which are expected to be in place, and maintained by each site involved within the scheme.
- This document forms the basis of the system audit requirements.

### Recording/Reporting:

- The MI Skill Generic Induction database was the system selected by the reference group, as it best met their requirements of;
  - Having no distinct commercial advantage to the owner
  - Being of reasonable cost to users
  - Being readily accessible to all sites involved
  - Being proven
  - Being secure
  - Showing where the first assessment was conducted and the date it was conducted on
  - Have reasonable reporting functions

## Administration Systems:

- These systems are modeled on the controls similar to those used for the generic induction including;
  - Registration process (Provider/Assessor)
  - Application Forms
  - Mapping Documents (Standard/Competency)
  - Approvals
  - Handbook
  - Licence

## The roles:

- The key roles within the scheme include;
  - Industry (Reference Group)
  - Providers (Mine Sites/Contractors/RTO's)
  - Workplace Assessors (Trained/Approved)
  - MI Skills Centre (Audit/Co-ordination/Development)
  - Trainees

## The process:

- Three key distinct functions;
  - **Registration**
    - Provider registers interest
  - **Assessment**
    - Assessment, qualifications, workshop, insurances etc verified
    - Assessment conducted by 1st provider
  - **Management**
    - Details entered in database
    - Provider signs off/maintenance
    - Trainee arrives at 2<sup>nd</sup> provider, advises of transportable skill
    - Monitoring audits (6 & 12 months)
    - Skill verified by database, provider assesses non transportable/ site specific components
    - Scheme development (phased introduction)



## Current status:

- Development
  - Assessment benchmarks/guidelines are to be drafted for;
- Surface
  - Overhead Crane (G40)
  - Forklift (G48)
  - Elevated Work Platform (G49)
  - Light Vehicle (G61)
- Underground
  - Tracked Vehicles – Myne Dozer & Petito Mule (U14)
  - Man Transporters – PJB/Drifrunner/Ranger/PET/MPV (U15)
  - Loaders – Eimco/Seneca/FBL/Wright/Jugonaut(U17)
  - Portable Gas Detectors – Minigas & Odalog (U26)

## Current status:

### Introduction

- Registration interests have been received from 19 providers (mine sites /contractors) and 8 RTO's
- 8 Assessor workshops have been conducted to date; with 3 more currently scheduled
- 2 site audits have been conducted as part of the MI Skills training system evaluations

### Awareness

- Presentations like this have been conducted throughout QLD and most recently the NSW Hunter Valley region
- This has also included the Metalliferous sector (primarily Mt Isa and Charter Towers)
- To date the concept of the scheme has been well received and support (although not without question)

## Future direction:

### Shorter term

- Develop additional benchmarks and guidelines
- Increase the number of providers involved

### Longer term

- Increase the level of transportable content (80 – 90%)
- Look to move across sectors and states
- Look for opportunities to change the competency standards, policy etc to achieve transportability (scheme is the vehicle, not the end solution)
- Remain focused on the base principle, "that a forklift is a forklift regardless of where it is operated"

Thank you

TRAINEE ASSESSMENT INFORMATION			
<b>Name - Brett Sayer (13)</b>			
<b>Skills Register Competencies</b>			
Mining Industry Transportability Scheme - Coal Surface Operations			
	Completed Competencies	Assessment Date	Expiry Date
MNC.G1048.A Forklift Combustion Engine 5T to 10T Provider - <a href="#">Corskil Australia</a> Assessor - William Ockendon Assessment - <a href="#">MNC.G48.A - Conduct Forklift Operations</a>	<input checked="" type="checkbox"/>	12/06/2006	12/06/2011
MNC.G1049.A Elevated Work Platform Boom Self Propelled Provider - <a href="#">Corskil Australia</a> Assessor - William Ockendon Assessment - <a href="#">MNC.G49.A - Operate Elevating Work Platform</a>	<input checked="" type="checkbox"/>	01/05/2005	01/05/2010
MNC.G1049.A Elevated Work Platform Boom Trailer Provider - <a href="#">Corskil Australia</a> Assessor - William Ockendon Assessment - <a href="#">MNC.G49.A - Operate Elevating Work Platform</a>	<input checked="" type="checkbox"/>	12/06/2006	12/06/2011
MNC.G1049.A Elevated Work Platform Boom Trailer Provider - <a href="#">Corskil Australia</a> Assessor - William Ockendon Assessment - <a href="#">MNC.G49.A - Operate Elevating Work Platform</a>	<input checked="" type="checkbox"/>	23/05/2007	23/05/2012

**Training Activity Competencies**

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