

CSRP'08 conference

18-19 November 2008

Customs House, Brisbane, Queensland

Sustainable People Resources



Dan Churach, CSRP

Jim Avraamides, CSRP

Bust...



Economic meltdown continues

Mt Gibson
cuts
workforce
(5/11/08)

Zinc
sl...
resources
workforce

Pilbara
Brockman
Minara
lets 300 go
Business

hits record losses at its Cloncurry
project
(11/11/08)

(12/11/08)

...or BOOM?



- No the time to panic in preparing tomorrow's professionals
- Minerals Council of Australia CEO Mitch Hooke says that even with growth easing in China, they will continue to urbanise and industrialise, using Australian natural resources. (6 November 2008)
- MCA still predicts the need another 58,000 workers by 2020
- "They're still going to build something like 40,000 to 50,000 skyscrapers in the next 20 years, they've still got a massive migration of people coming out of the western and rural areas into the urban parts of China." (Hooke, 6 November 2008)

“We work in a cyclic industry” (McCarthy, 12 November 08)



- Peter McCarthy, President AusIMM “While some students might have intended to leave university with a three year qualification, it would be wise to stay on for a fourth year if possible. This will make graduating students more attractive to employers” (12 November 2008)
- ...and to CSRP researchers (Churach, 19 November 2008)
- Point: Not the time to ignore future people needs
- Develop new professionals with sustainability paradigm built into their education (SUSOP[®], SD, ET, water issues, etc.)
- So what do we propose for CSRP2 People Resources Program?

1. Expanding pool of STEM students



- Attracting more young people to study enabling sciences through extension of outreach programs (e.g., secondary teacher professional development program, public lectures, etc)
 - CSRP teacher Program involving teachers throughout Australia
 - Community and School Lecture Program offering events throughout Australia
 - Basic research into motivational factors of young people into career decisions within minerals sector



2. Training Facilitating PhD, Masters and Honours graduates



- Training more than 175 suitable students
 - 35 PhD and 12 MSc (total)
 - 35 Honours (total)
 - 75 undergraduate projects (total)
 - Establishment of a CSRP undergraduate student research experience vacation program
 - Professional Development events for CSRP students (e.g., Financial Management, Sustainability, etc.)
 - Series of Student Symposia offered



3. Making use of late career professionals



- Tapping into a wealth of knowledge of late career and retired professionals in support of postgraduate students, the teacher program and community outreach
 - Identify a pool of possible mentors
 - Develop a network of mentors throughout Australia
 - Integrate mentor network with teacher program, community outreach and postgraduate program



4. Technology Transfer opportunities to industry end users



- Establishing training courses in Sustainable Development and implementation of SUSOP[®] as well as research outcomes from all CSRP Programs



Technology Transfer opportunities to industry end users – issues



- Identifying the market, target audience within companies, cost structure and length of courses (industry may prefer shorter and more intense format, i.e. 2 or 3 days)
- Development of course materials (including on-line)
- Delivery of the course by CSRP researchers (centralised, regional centres, on-site, local and/or overseas)
- Alignment with local and international conferences, AMIRA sponsors meetings
- Role of CSRP HQ: registration support, industry contact data base, underwriting of overseas experts to Australia, etc

Co-branding existing training courses delivered by CSRP researchers



- Opportunity to collaborate with other CSRP researchers around Australia or overseas on delivery of courses
- Opportunity to involve industry experts as presenters
- Opportunity to collaborate with other CRCs



Possible training courses



- SUSOP[®]
- JK Tech co-branding
- Geopolymer technology familiarization
- Water auditing methodologies
- Other generic technologies relevant to industry



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Your ideas/comments welcome