

RS22 Journey

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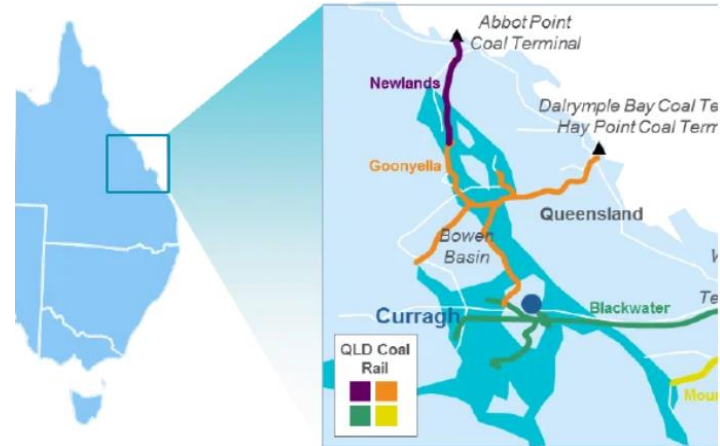
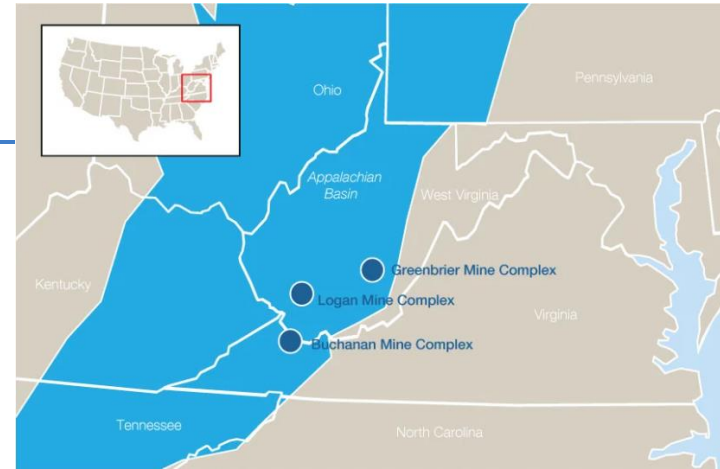
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Coronado Global Resources

- Global metallurgical coal producer, assets in US and Australia
- Two underground operations in US – Buchanan and Logan complexes
- One open-cut operation in Australia – Curragh complex
 - Approx. 10 klms north of Blackwater in central Queensland
 - Four (4) draglines, truck/shovel, two (2) x CHPPs
 - Two distinct areas - Curragh North and Curragh Main
 - Workforce mix of permanent employees and contractors



Design



Initial Challenges in Design

- New process
- Lack of industry benchmarks
- Varied interpretations
- One Health Safety Training team



Navigating the Design Process

In the absence of specific guidelines, navigating the design process presented challenges.

Early adopter approach	Competency challenges	Stakeholder engagement
<p data-bbox="108 350 523 388">Mapping while learning</p> <ul data-bbox="108 487 556 929" style="list-style-type: none"><li data-bbox="108 487 556 552">• Reviewed required skills for leaders<li data-bbox="108 579 556 645">• Mapped RII competencies against AQF levels<li data-bbox="108 672 556 738">• Developed TNA schedule for each department<li data-bbox="108 765 556 869">• Developed indicative (aspirational) implementation schedule<li data-bbox="108 896 556 929">• Resource requirements	<p data-bbox="699 350 1112 432">Course availability and content clarity</p> <ul data-bbox="699 487 1147 891" style="list-style-type: none"><li data-bbox="699 487 1147 519">• Identifying available courses<li data-bbox="699 541 1147 607">• Identifying RTOs available to support journey<li data-bbox="699 634 1147 699">• Supporting RTOs with developing course content<li data-bbox="699 727 1147 792">• Supported trial of course content<li data-bbox="699 820 1147 891">• Course attendance to review quality and content	<p data-bbox="1290 350 1541 432">Guidance and partnerships</p> <ul data-bbox="1290 487 1769 978" style="list-style-type: none"><li data-bbox="1290 487 1769 552">• Early engagement with RSHQ<ul data-bbox="1329 525 1663 552" style="list-style-type: none"><li data-bbox="1329 525 1663 552">- guidance on approach<li data-bbox="1290 601 1769 667">• Engagement with leaders<ul data-bbox="1329 639 1676 667" style="list-style-type: none"><li data-bbox="1329 639 1676 667">- intent / schedule review<li data-bbox="1290 710 1769 809">• Early engagement with contractor business partners<ul data-bbox="1329 781 1760 809" style="list-style-type: none"><li data-bbox="1329 781 1760 809">- intent / cost / business impact<li data-bbox="1290 852 1769 978">• Engagement with industry peers<ul data-bbox="1329 923 1769 978" style="list-style-type: none"><li data-bbox="1329 923 1769 978">- sharing design challenges and learnings

Design Phase Summary

Highlights

- Early adoption - in charge of our own destiny
- RSHQ receptive to reviewing our plan

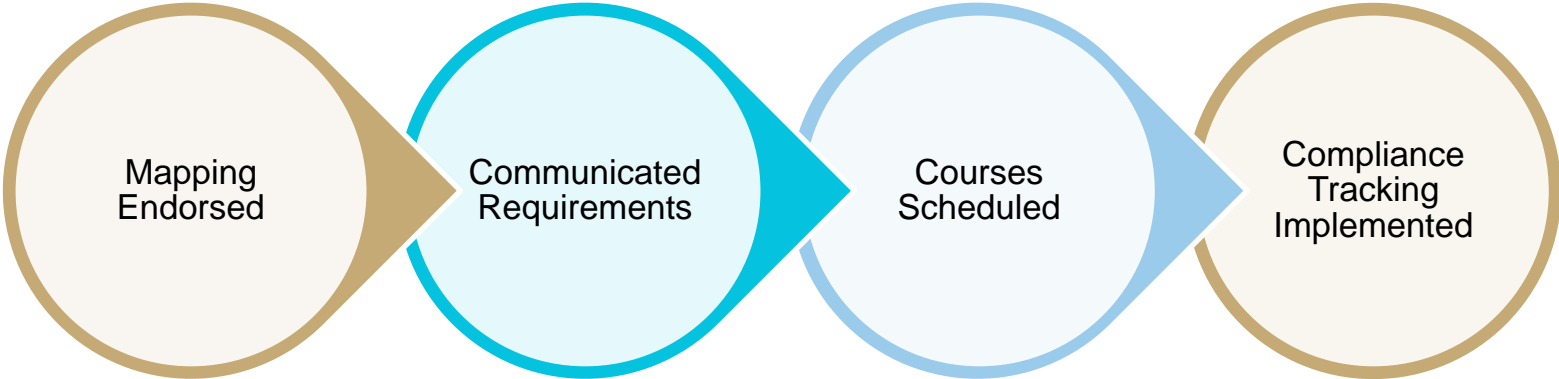
Challenges

- Competing priorities
- Training providers and courses
- Resourcing and cost

Implementation



Implementation Pathway



Training and Delivery Obstacles

- Aspirational timeframes
- The search for appropriate training providers
- Decisions between face-to-face and online delivery
- Supporting a workforce that is less familiar/comfortable with technology

Does our workforce see value in the training?

Implementation Learnings

Perceived value

We must ensure our workforce sees value

- Share the intent
- Engage with RTOs to provide contextualized training
- Seek feedback to identify course quality issues or misalignment
- Respect the skills of our workforce - developing processes to accept alternative competencies for consideration

Training barriers

Remove barriers to training

- Flexible delivery of training
- Classroom facilitation of online modules

System improvements

Improve our system to sustain and embed

- Developing processes to manage post-requisites
- Simplify reporting processes to improve clarity

Implementation Summary

Highlights

- Collaboration with contract partners
- Ability to reflect and adjust
- Upskilling our workforce

Challenges

- Course quality and availability
- Computer literacy
- Resourcing and cost

Closing and Next Steps



Closing and Next Steps

- Acknowledgement of unchartered waters
- Industry-wide collaboration on standardization

Thank you

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