MIREU project – skills and requirements and SLO

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The EU project **MIREU** aims to establish a network of mining and metallurgy regions across Europe.

The **main objective** of the project is to identify ways to ensure the sustained and sustainable supply of mineral raw materials to the EU and to promote investment, innovation and growth in the sector.
Skills and requirements

1st step: Identification of future mining challenges:

• skills shortage due to technological advancements
• depth of the deposits
• low grade of raw materials
• higher energy cost
• increased environmental limitation.

Oshokoya and Tetteh (2018) states:

„Despite challenges mining industry will be a major source of employment”

Source: Oshokoya and Tetteh (2018), Guerico et al. (2009)
Skills and requirements

2nd step: Identification of key areas of the mine-of-the future:

• operating practices and technology
• talent and leadership
• partnership with key stakeholders
• governance.

„Often observed protests against new mines show the lack of social acceptance for mining activities and an increase in the level of democracy. Another challenge for the mining companies and governments will be public awareness (for example through the education)“.

Source: Oshokoya and Tetteh (2018)
The purpose of the report is a concise overview over the current and likely future specific skills requirements in a modern mining industry.

Finally – common report including trends and recommendation.
National and regional base for acquiring skills

Source: MIREU project
Skills and requirements

3rd step: Analysis of the employment ratio according job offers and to the biggest mining company in The Lower Silesia Region.

<table>
<thead>
<tr>
<th>No.</th>
<th>Employees category</th>
<th>Number of employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>1</td>
<td>board of directors</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>senior management</td>
<td>50</td>
</tr>
<tr>
<td>3</td>
<td>other management staff</td>
<td>560</td>
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<tr>
<td>4</td>
<td>non-physical workers</td>
<td>4,096</td>
</tr>
<tr>
<td>5</td>
<td>physical workers</td>
<td>13,457</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>?</td>
</tr>
</tbody>
</table>

Skills requirements for regulatory and administrative bodies:

1. Regulatory and administrative body:
   - play great role in access to mineral deposits – e.g. grant decisions which reflect their knowledge, skills and awareness or lack of them
   - are nominated by President of Poland or elected by the community in general elections -> their education and skills is irrelevant
   - operates with the help of offices – their staff were subject to survey conducted within this report:
     - there is relatively few people with geological and mining education
     - the majority of staff regularly participate in training.

Source: www.toppr.com
Main conclusions about skills and requirements:

1. Cooperation among vocational schools, mining companies and universities is not well developed.
2. The education system in Poland offers education in the fields of mining, as well as fields related to mining and metallurgy at various levels - the problem is rather the lack of students.
3. There is a need for trained specialists (electricians, ironworkers).
4. Automatization is not going to reduce employment in mining sector significantly.
5. The most expected work force are “gray collar” employees. This conclusion overlaps with a domain problem of global mining.

Source: www.toppr.com
Educational Sponsorship

Education is the most powerful weapon we can use to change the world

- Nelson Mandela

Source: Educational Sponsorship
European Model of SLO

The idea behind the model is that it offers a standardized approach to SLO throughout Europe while simultaneously allowing the differences across regions to remain intact.
Participants of Pol-Ger. Forum on Reclamation and Revitalisation visit mining site in the company of representatives of local governments and mining enterprises, 2014

In order to obtain acceptance for mining activities, we have offered jobs for residents.
Participants of PL-Ger. Forum on Reclamation and Revitalisation visit mining site in the company of representatives of local governments and mining enterprises, 2014

Now we are happy - the residents have a job and in the near future will receive a sports attraction on the heap.
Social acceptance in mining regions is quite high but not so much at national level.

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Thank you!