

Successful Application of Technology centre Around People (SATCAP) MEMSA Presentation



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Aim and Purpose

- To understand how people relate to each other and with technology in the process of modernization
- To understand the effects and impacts of modernisation on people
- To understand people-related challenges that may inhibit the implementation of modernisation

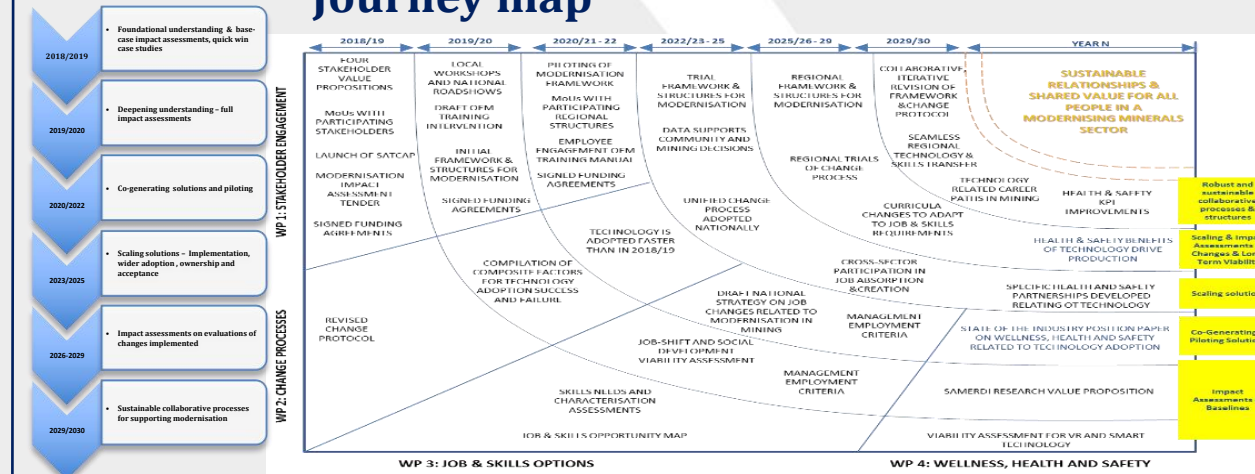
Goal: To contribute to a productive industry through 'sustainable relationships and shared value for all people in a modernizing minerals sector'

Ultimate objective:

'Supporting a modern workforce for modern mining'

Introduction: SATCAP Programme

Journey map



2018/19/2020 Focus

2018/19
Foundational and quick-win studies

2019/20
Deeper understanding



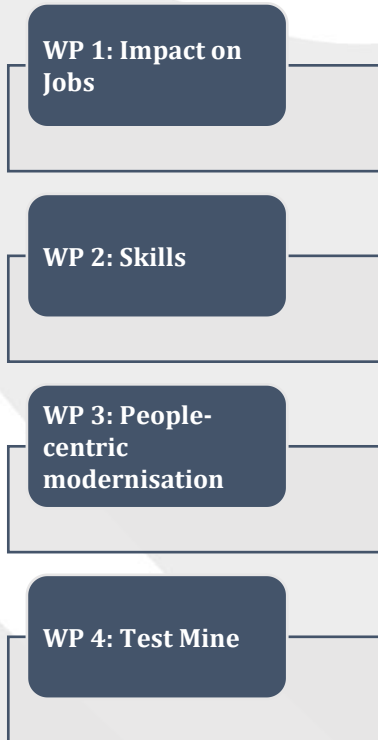
20 research reports completed

Work Package	Deliverables 2018/2019	Deliverables 2019/20	Status
WP 1: Stakeholder Engagement <ul style="list-style-type: none"> Stakeholder participation, engagement, inclusion and co-creation 	<ul style="list-style-type: none"> Literature Reviews: Modernisation, Resistance to change, Boundaries of the mining value chain Stakeholder co-creation workshops: Skills for Future Managers, People and Modernisation (Top 10 issues), SAMERDI & SATCAP introductory, Unions/Stakeholders Workshops, including Job creation Strategy to involve workers in equipment design and development 	<ul style="list-style-type: none"> Stakeholder Engagement Framework 	Complete
WP 2: Change Processes <ul style="list-style-type: none"> Understand the change processes needed and facilitate a change mind-set for modernisation 	<ul style="list-style-type: none"> MOSH Review Case studies on historical modernisation Study on change processes and stakeholder engagement for shift cycles Success and failure factors for adoption of ILHD Kolomela Case study 	<ul style="list-style-type: none"> Change Guideline Full Modernisation impact assessment 	Complete
WP 3: Jobs & Skills Options <ul style="list-style-type: none"> To understand the impact of modernisation on employees and communities 	<ul style="list-style-type: none"> Community impact assessment 	<ul style="list-style-type: none"> Community approach for mining modernisation 	Complete
WP 4: Wellbeing, Health & Safety <ul style="list-style-type: none"> Understand the effects of technologies on people 	<ul style="list-style-type: none"> Application of smart technologies in modernisation (Biometrics) 		Complete



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Reframed Work-Packages 2020



In 2020/21 Goals

SATCAP continues with a people-centred research approach for mining modernisation focussed on:

- Impact on Jobs (transfer, creation and preservation options);
- Skills requirements (skills needs, reskilling and upskilling);
- People-centric modernisation and Test Mine: (stakeholder - employees and communities inclusion);

With the ultimate objective of ‘supporting a modern workforce for a modern mining’.

Value to the industry

- Allow for meaningful stakeholder engagement for obtaining inputs and views on mining modernisation, and collaboratively engaging towards a co-created research agenda, for mining modernisation, regarding people;
- Offering guidance for change in the sector;
- Obtaining understanding of the factors underlying the successful adoption of modern technologies, systems and processes;
- Understanding new skills needs for mining modernisation; and
- Understanding of jobs impacted by mining modernisation, and investigate the potential for job creation, job transfer, and job diversification.

2020/21 SATCAP Projects

Work-Package	High-level research deliverables FY 20/21	Current Status
WP 1 Impact on Jobs	Impact assessment on jobs - to understand job losses in the mining sector in the last 3 years	To commence 1 Oct 2020
WP 2 Skills	Develop a skills needs matrix/framework for 3 key designations (Driller, Winch-Operator and Shaft Timberman) – to support upskilling and reskilling for mining modernisation	To commence 1 Oct 2020
WP 3 People-centric modernisation	Develop a process for inclusion of employees in equipment design and development	To commence 1 Oct 2020
WP 4 Test Mine	Develop an inclusivity model for community engagement and inclusion	To commence 1 Oct 2020



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