Co-Investment from

UKCES

UK COMMISSION FOR EMPLOYMENT AND SKILLS

Growth and Innovation Fund

mpa essential materials sustainable solutions

SUPPORTING INDEPENDENT BAA QUARRIES

PRIME

Professional Recognition In Mineral Extraction

PRIME PROJECT

Mike Phillips IQ/QNJAC

The Institute of Quarrying

mpqc MINERAL PRODUCTS QUALIFICATIONS COUNCIL

target zero

QNJAC Essential Health & Safety Guidance for Quarries

What is PRIME ?

- Part funded by UKCES – ***"PRIME"*** Project. ***"Professional Recognition in Mineral Extractives."***
- ***2 Year Project*** starting from January 2013 for ***England***.
- ***5 key stages*** in the delivery.
- ***MPA*** lead initiative delivered through ***IQ & MPQC***.

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What is PRIME ?

- Working together with ***Industry, Suppliers & Contractors.***
- Creation of a ***"NEW"*** suitable CPD recording system for ***Operatives*** at the ***"Appropriate Level".***
- Working towards creating a ***Fully Competent Workforce*** and towards achieving ***"Target Zero".***
- Up-skilling of industry workforce through ***(TPD) "Total Professional Development".***

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What is PRIME ?

- ***Recognition*** of existing ***Highly Trained Individuals*** within the sector e.g. foremen, skilled maintenance personnel, shotfirers etc…
- Introduction of a ***"New"*** IQ Membership Grade January 2014 ***(Technician – Tech M.I.Q.)***
- Clear, Career Path for Individuals NVQ/QCF2 ⇨ Honours Degree.
- ***Transforming the Status*** of ***"Operative and Supervisory"*** levels within the industry.

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Benefit to Industry -

- ***Improved Industry Profile***.
- ***Maximise*** employee retention & promote the industry and make more ***Attractive to Potential New Employees.***
- ***Higher Skilled Workforce =***
  1. Improved Employee Motivation.
  2. Increase in Productivity.
  3. Reduced Operating Costs.
  4. Reduction in Absenteeism.
  5. Reduce Accident Rates through Competent Workforce.
  6. Total Improvement in Profitability.

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Industry Demographic's

- ***Over*** the last ***7 years*** the ***industry contracted by 42%.***
- We currently have an rapidly ***Ageing Workforce.***
- ***Average age of the current workforce is 55+.***
- ***Long term*** knowledge base is ***going to be lost.***
- ***Recruitment*** is already ***becoming difficult.***
- ***Retention*** of ***Skilled Operatives*** is ***Critical.***
- ***Skills gaps*** already ***starting to appear.***
- ***External Perception*** of the ***Industry as an Employment Option is Poor.***

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How does all of this link with Competence ?

- Industry embraced NVQ's/QCF's & recognised them as ***"THE" Base Qualification.***
- Qualifications for Life – ***As long as Maintained.***
- CPD is now desirable for operatives and supervisor levels - ***No longer Nice to Do, but the Right Thing to Do!!!***
- CPD should highlight the need for further ***development & training requirements*** to demonstrate Competence.
- ***QNJAC*** outputs will aid in the delivery of ***Individuals CPD.***
- ***Continuation of Competence*** to ensure that NVQ's & QCF qualifications are kept relevant and up to date.

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HSE/QNJAC Workforce Involvement Initiative -

- ***3/5 Year*** focus led by the ***HSE & QNJAC.***
- ***"True"*** meaning of regulation ***40 QR1999.***
- ***Embracing*** the ***Views*** and ***Involvement*** at worker levels.
- ***Demonstration*** and ***Recognition*** of ***Competence*** at ***"ALL"*** levels.
- ***Introducing*** a more ***proactive interchange*** and ***involvement*** in the whole management structure.

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Vision of Future -

- World is ***Changing*** rapidly…
- Education/Training/CPD has ***Converged.***
- ***Lifelong Learning Essential.***
- Competence needs to be at ***"ALL LEVELS."***
- Creating ***"Valuable Partnerships".***
- ***Providing Total Involvement of Everyone in the Sector!***

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PRIME stages -

Stage 1 *- General promotion*

Stage 2 *– Establish pilot schemes*

Stage 3 *– Finalise product*

Stage 4 *– Large scale trials & launch at Hillhead (June 2014)*

Stage 5 *– Full rollout (July 2014)*

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PRIME Pilot Sites

- ***Recommendation from the Steering Group***
- **Engagement with:-**

  Marshalls (Ian MacDougal – Steering Group)

  EPC, Rough Close Works (Ben Williams – Steering Group)

  Lafarge Tarmac – Tunstead (Viv Russell & Mark Yates – Steering Group)

  MQP – Cliffe Hill & Griff Quarry (Ian Bredbury – Steering Group)

  Woods Plant Hire – (John Hattersley)

  Wainwrights (Peter Barkwill & Wayne McKeown)

  Huntsmans (David Glenn)

  Cormac (Andy Bartle)

  MDB Electrical (Mick Brunt)

PRIME Pilot Sites

- Initially this will be a fact finding mission……
- To establish what methods are currently in place for recording competence at “Non Management” levels, if any.
- What will be the most effective way to record CPD at this level.
- Identify certain members of your team to champion this and drive this forward within your business.
- Differing types of CPD specifically appropriate for operatives.
- What information and training would be appropriate to engage people in this process.
- Supervisors and Operatives NEED to be involved in the design of the packages.
- Testing of the final product which is best suited to your business.

What are the benefits to my business?

- Retention of Existing Skilled Workers.
- Higher motivation within Workforce.
- Lower operating Costs.
- Lower LTI Rates.
- Improved calibre of future recruits.
- Working towards achieving Target Zero.
- Aiding the process of demonstration of Competence through the HSE.
- Up-skill, recognise and value existing staff by including them in PRIME.

Any Questions ?

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