

## **22620VIC Course in Mining Pathways**

Version 1.1

**This course has been accredited under Part 4.4 of the  
*Education and Training Reform Act 2006.***

**Accredited for the period: 1 April 2023 - 31 March 2028**

Version History		
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Version 1	Original accreditation	April 2023

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## Table of contents

<b>Section A – Copyright and course classification information</b> .....	1
1. Copyright owner of the course.....	1
2. Address.....	1
3. Type of submission .....	1
4. Copyright acknowledgement .....	1
5. Licensing and franchise .....	1
6. Course accrediting body .....	2
7. AVETMISS information.....	2
8. Period of accreditation .....	2
<b>Section B – Course information</b> .....	3
1. Nomenclature.....	3
1.1 Name of the qualification .....	3
1.2 Nominal duration of the course.....	3
2. Vocational or educational outcomes .....	3
2.1 Outcome(s) of the course .....	3
2.2 Course description.....	3
3. Development of the course .....	3
3.1 Industry, education, legislative, enterprise or community needs.....	3
3.2 Review for re-accreditation .....	6
4. Course outcomes.....	6
4.1 Qualification level.....	6
4.2 Foundation skills .....	6
4.3 Recognition given to the course (if applicable).....	6
4.4 Licensing/regulatory requirements (if applicable).....	6
5. Course rules.....	7
5.1 Course structure .....	7
5.2 Entry requirements .....	7
6. Assessment .....	7
6.1 Assessment strategy .....	7
6.2 Assessor competencies.....	8
7. Delivery .....	9
7.1 Delivery modes .....	9
7.2 Resources.....	9
8. Pathways and articulation.....	9
9. Ongoing monitoring and evaluation .....	9
<b>Section C – Units of competency</b> .....	10

## Section A – Copyright and course classification information

<p><b>1. Copyright owner of the course</b></p>	<p>Copyright of this material is reserved to the Crown in the right of the State of Victoria on behalf of the Department of Jobs, Skills, Industry and Regions (DJSIR) Victoria.</p> <p>© State of Victoria (DJSIR) 2024</p>
<p><b>2. Address</b></p>	<p><b>Deputy CEO</b></p> <p>Victorian Skills Authority          Department of Jobs, Skills, Industries and Regions (DJSIR)          GPO Box 4509          MELBOURNE VIC 3001</p> <p><b>Organisational contact</b></p> <p>Manager, National Systems Engagement &amp; Reform Unit          Engagement &amp; Reform Branch          Victorian Skills Authority          Department of Jobs, Skills, Industries and Regions (DJSIR)          Email: <a href="mailto:course.enquiry@djsir.vic.gov.au">course.enquiry@djsir.vic.gov.au</a></p> <p><b>Day-to-day contact:</b></p> <p>Energy and Infrastructure: Vocational Qualification &amp; Reform Services          Box Hill Institute          Email: <a href="mailto:cmmei@boxhill.edu.au">cmmei@boxhill.edu.au</a></p>
<p><b>3. Type of submission</b></p>	<p>Accreditation</p>
<p><b>4. Copyright acknowledgement</b></p>	<p>The following units of competency:</p> <ul style="list-style-type: none"> <li>• RIIENV201E Identify and assess environmental and heritage concerns</li> <li>• RIIRIS201E Conduct local risk control</li> <li>• RIIWHS201E Work safely and follow WHS policies and procedures</li> </ul> <p>have been imported from the <i>RII Resources and Infrastructure Industry Training Package</i> administered by the Commonwealth of Australia.</p> <p>© Commonwealth of Australia</p>
<p><b>5. Licensing and franchise</b></p>	<p>Copyright of this material is reserved to the Crown in the right of the State of Victoria. © State of Victoria (Department of Jobs, Skills, Industry and Regions) 2024.</p> <p>This work is licensed under a Creative Commons Attribution-No Derivatives 4.0 International licence (see <a href="#">Creative Commons</a> for more information).</p>

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<b>6. Course accrediting body</b>	Victorian Registration and Qualifications Authority (VRQA)
<b>7. AVETMISS information</b>	<p><b>ANZSCO – 6 digit</b> 821914 Mining Support Worker</p> <p><b>ASCED Code – 4 digit</b> 0303 Process and resources engineering</p> <p><b>National course code</b>  RIIENV201E Identify and assess environmental and heritage concerns  RIIRIS201E Conduct local risk control  RIIWHS201E Work safely and follow WHS policies and procedures  VU23363 Prepare to work in the mining industry</p>
<b>8. Period of accreditation</b>	1 April 2023- 31 March 2028

## Section B – Course information

<b>1. Nomenclature</b>	<b>Standard 4.1 and 5.8 AQTF 2021 Standards for Accredited Courses</b>
<b>1.1 Name of the qualification</b>	Course in Mining Pathways
<b>1.2 Nominal duration of the course</b>	The nominal duration of the course is 84 hours.
<b>2. Vocational or educational outcomes</b>	<b>Standard 5.1 AQTF 2021 Standards for Accredited Courses</b>
<b>2.1 Outcome(s) of the course</b>	<i>22620VIC Course in Mining Pathways</i> will provide the basic skills and knowledge needed to undertake entry-level operational roles at a mining site; this will enable learners to begin their career in one of the mining pathways available in the workplace.
<b>2.2 Course description</b>	<p><i>22620VIC Course in Mining Pathways</i> provides the skills and knowledge required to begin a career in the mining industry, which includes:</p> <ul style="list-style-type: none"> <li>• preparing to work in the mining industry</li> <li>• conducting local risk control</li> <li>• identifying and assessing environmental and heritage concerns</li> <li>• working safely and following occupational health and safety policies and procedures.</li> </ul>
<b>3. Development of the course</b>	<b>Standards 4.1, 5.1, 5.2, 5.3 and 5.4 AQTF 2021 Standards for Accredited Courses</b>
<b>3.1 Industry, education, legislative, enterprise or community needs</b>	<p>In late 2020, the Minerals Council of Australia (MCA) Victoria raised the need to develop a mining pathways course with the former Office of the Victorian Skills Commissioner (OVSC) through its membership of the OVSC Resources, Forestry, Pulp and Paper Industry Advisory Group (IAG).</p> <p><i>22620VIC Course in Mining Pathways</i> will assist in overcoming a shortage of skills related to mining in regional Victoria by providing workers with the competencies they require for entry-level operational roles in mining operations, as well as exploration and site-development work establishing these operations.</p> <p>The development of this course is a priority for MCA. An MCA article (1</p>

June 2021)<sup>1</sup> highlighted that Victoria:

- has 'recorded record minerals exploration expenditure in the latest ABS quarterly statistics'
- spent \$51.5 million on minerals exploration in the March 2021 quarter
- had a 'record December 2020 quarter, with over \$150 million spent on exploration' in 2020.

The regional areas where future mining projects will be located do not currently have workers with the necessary skills or the population to complement the core skills required for developing and operating these projects.

The trend where school leavers, and workers wanting to re-train, leave a region to seek employment elsewhere is detrimental to regional areas – regional growth begins with the industry and its employment opportunities.

A number of the most disadvantaged areas of regional Victoria are located in areas with exploration activity and opportunity for mine development, including the Central Goldfields, Loddon, Northern Grampians, Ararat and Pyrenees local council areas. This pathways course will provide local delivery of training in these regional areas.

According to Socio-Economic Indexes for Areas (SEIFA) rankings, Central Goldfields, Loddon, Northern Grampians and Ararat regions are all within the top ten most disadvantaged regions in Victoria. SEIFA measures relative socio-economic disadvantage, economic resources, education and occupation based on census data.

Mineral sands mining projects anticipated in the Wimmera within 3 years will need workers; there will be a critical shortage locally for workers at these mining operations with regards to basic training and trades. Victoria is already facing skills shortages in regional mineral sands mines from Stawell to Bendigo and does not want to add to the shortages for other industries as mining grows in this state.

Lead times for new mineral sands mining operations are 1–2 years and existing operations are currently facing skills shortages.

Ideally, operations, are looking to hire new workers within a 100 km radius of their operations and thereby reduce the need for fly in fly out (FIFO) workers and mine camps in Victorian operations.

The role of the steering committee is to guide development of the course; members of the steering committee include:

- James Sorahan, Minerals Council of Australia (Chairperson)
- Janet Robertson, Kalbar Operations

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<sup>1</sup> J Sorahan, '[Record minerals exploration expenditure for Victoria](#)', MCA Victoria, 01 June 2021, accessed 4 March 2022.

- Ben Davis, Australian Workers' Union
- Tim Chase, Donald Mineral Sands
- Nikki Hartrey, Kirkland Lake Gold Ltd.
- Nicole Sweeney, Mandalay Resources
- Tim Shaw, Wimmera Southern Mallee Local Learning and Employment Network
- Jarrod Pye, WIM Resource
- Cindy Smith, Stawell Gold Mines.

During the life of the project the steering committee discussed the job role and potential course structure in order to identify and refine the skills and knowledge outcomes for the course, which the committee ultimately decided included:

- awareness of cultural, environmental and heritage concerns
- ability to implement cultural, environmental and heritage process and procedures
- awareness of risk management in the mining industry (safe work practices)
- ability to implement risk management processes and procedures
- awareness of occupational health and safety in a mining operational context
- ability to implement occupational health and safety processes and procedures in a mining operational context
- awareness of the scope of work in the mining industry
- ability to be prepared to take on an entry-level role in the mining industry.

The target group for the course is all who are interested in pursuing a career in mining, including:

- school leavers who live near a mining operation or exploration site who may want to stay in the region for work and so look favourably on the mining industry because they already have an interest in the industry or know about the industry through their local community
- existing workers wanting to re-train, for example re-skilling workers from other industries where job losses are expected, such as forestry in the East Gippsland region due to Victorian Government policy announcements to close the native hardwood sector.

This course:

- does not duplicate, by title or coverage, the outcomes of an endorsed training package qualification or skill set
- is not a subset of a single training package qualification that could be recognised through one or more statements of attainment or a skill set
- does not include units of competency additional to those in a training package qualification that could be recognised through statements of attainment in addition to the qualification

	<ul style="list-style-type: none"> <li>does not comprise units that duplicate units of competency of a training package qualification.</li> </ul>
<b>3.2 Review for re-accreditation</b>	Not applicable
<b>4. Course outcomes</b>	<b>Standards 5.5, 5.6 and 5.7 AQTF 2021 Standards for Accredited Courses</b>
<b>4.1 Qualification level</b>	This course meets an identified industry need but does not have the breadth, depth or volume of learning of an AQF qualification.
<b>4.2 Foundation skills</b>	The foundation skills applicable to the course are detailed in each unit of competency.
<b>4.3 Recognition given to the course (if applicable)</b>	Not applicable
<b>4.4 Licensing/regulatory requirements (if applicable)</b>	Not applicable

5. Course rules	Standards 5.8 and 5.9 AQTF 2021 Standards for Accredited Courses
<b>5.1 Course structure</b>	<p>To be awarded <i>22620VIC Course in Mining Pathways</i> candidates must successfully achieve the 4 core units listed below.</p> <p>A statement of attainment will be issued for any unit of competency achieved if the full course is not attained.</p> <p>The course structure of a core only model will allow learners to undertake a generic entry-level mining operations role without committing to a specialisation until they have worked in the industry and had time to explore the direction they would like their mining career to take. A core only model means candidates deemed competent can branch out into a range of mining pathways.</p>

Unit of competency code	Unit of competency title	Field of Education code (six-digit)	Pre-requisite	Nominal hours
<b>Core units</b>				
RIIENV201E	Identify and assess environmental and heritage concerns	010709	Nil	20
RIIRIS201E	Conduct local risk control	080317	Nil	20
RIIWHS201E	Work safely and follow WHS policies and procedures	061301	Nil	20
VU23363	Prepare to work in the mining industry	120505	Nil	24
<b>Total nominal hours</b>				<b>84</b>

Standard 5.11 AQTF 2021 Standards for Accredited Courses	
<b>5.2 Entry requirements</b>	<p>There are no entry requirements for <i>22620VIC Course in Mining Pathways</i>.</p> <p>As a general guide to entry, learners will be better equipped to achieve the course if they have, as a minimum, language, literacy, numeracy and digital literacy (LLND) skills equivalent to the Australian Core Skills Framework (ACSF) Level 3.</p> <p>Learners with LLND skills at lower ACSF levels may require additional support to successfully undertake the course.</p>

6. Assessment	Standard 5.12 AQTF 2021 Standards for Accredited Courses
<b>6.1 Assessment strategy</b>	<p>Course assessment must:</p> <ul style="list-style-type: none"> <li>• be conducted in a safe environment</li> <li>• reflect the workplace context</li> </ul>

- comply with relevant legislation and regulations
- use policies, processes and procedures that are relevant to the workplace and the industry
- confirm consistent performance can be applied in a range of relevant workplace circumstances.

Course assessment strategies should:

- address the skills and knowledge that underpin performance
- gather sufficient evidence to judge achievement of progress towards determining competence
- use a variety of different processes and sources to assess knowledge and performance, such as written, oral and observation
- recognise achievement of competence regardless of where learning takes place
- be flexible about the range and type of evidence the candidate needs to provide
- provide an opportunity for candidates to undertake reassessment
- be equitable and fair to all candidates
- comprise a clear statement of the assessment criteria and process
- use assessment tools that support candidate needs.

The assessment requirements for the units of competency imported from the *RII Resources and Infrastructure Industry Training Package* must be adhered to.

All assessment, including recognition of prior learning (RPL), must be compliant with the requirements of:

- Standard 1 of the *AQTF: Essential Conditions and Standards for Initial/Continuing Registration* and Guidelines 4.1 and 4.2 of the *VRQA Guidelines for VET Providers*

or

- the *Standards for Registered Training Organisations (SRTOs) 2015*

or

- the relevant standards and guidelines for RTOs at the time of assessment.

## 6.2 Assessor competencies

Assessment must be undertaken by a person or persons in accordance with:

- Standard 1.4 of the *AQTF: Essential Conditions and Standards for Initial/Continuing Registration* and Guidelines 3 of the *VRQA Guidelines for VET Providers*

or

- the *Standards for Registered Training Organisations (SRTOs) 2015*

or

- the relevant standards and guidelines for RTOs at the time of assessment.

	<ul style="list-style-type: none"> <li>Assessment of units of competency from nationally endorsed training packages must reflect the assessment requirements specified in the training package.</li> </ul>
<b>7. Delivery</b>	<b>Standards 5.12, 5.13 and 5.14 AQTF 2021 Standards for Accredited Courses</b>
<b>7.1 Delivery modes</b>	The course outcomes can be applicable to a range of industry settings; course delivery should be contextualised to reflect the local work environment as much as possible.
<b>7.2 Resources</b>	<p>Learners must have access to the resources specified in each unit of competency, which include:</p> <ul style="list-style-type: none"> <li>personal protective equipment (PPE)</li> <li>equipment required to undertake the work</li> <li>relevant documentation.</li> </ul> <p>Training must be undertaken by a person or persons in accordance with:</p> <ul style="list-style-type: none"> <li>Standard 1.4 of the <i>AQTF: Essential Conditions and Standards for Initial/Continuing Registration</i> and Guideline 3 of the <i>VRQA Guidelines for VET Providers</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>the <i>Standards for Registered Training Organisations (SRTOs) 2015</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>the relevant standards and guidelines for RTOs at the time of assessment.</li> </ul> <p>The units of competency imported from the <i>RII Resources and Infrastructure Industry Training Package</i> must reflect the requirements for resources and trainers specified in the training package.</p>
<b>8. Pathways and articulation</b>	<b>Standard 5.10 AQTF 2021 Standards for Accredited Courses</b>
	<p>Pathways from this course would reflect specific mining roles, such as work in open cut coal or metalliferous mines or quarries, as part of a mining exploration team or as a pit technician, in a civil construction role, mine processing work, or a traineeship or apprenticeship.</p> <p>Course graduates will receive a statement of attainment, which will enable them to receive credit for any unit of competency listed in this statement that is packaged in a Training Package qualification or accredited course should they wish to undertake further training.</p>
<b>9. Ongoing monitoring and evaluation</b>	<b>Standard 5.15 AQTF 2021 Standards for Accredited Courses</b>
Onl	Ongoing monitoring and maintenance of the course will be the

responsibility of the CMM – Engineering.

A review of the course will take place once during the accreditation period. As part of the review process feedback will be sought from the users of the course. This review will also consider changes:

- required to meet emerging or developing needs
- resulting from revisions to units of competency from the *RII Resources and Infrastructure Industry Training Package*.

The VRQA will be notified of any significant changes to the course resulting from course monitoring and evaluation processes.

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## Section C – Units of competency

Units of competency imported from training packages:

- RIIENV201E Identify and assess environmental and heritage concerns
- RIIRIS201E Conduct local risk control
- RIIWHS201E Work safely and follow WHS policies and procedures.

Unit of competency developed for the course:

- VU23363 Prepare to work in the mining industry.
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<b>Unit code</b>	VU23363
<b>Unit title</b>	Prepare to work in the mining industry
<b>Application</b>	<p>This unit describes the skills and knowledge required to prepare to work in the mining industry as an entry-level worker.</p> <p>It focuses on the ability to:</p> <ul style="list-style-type: none"> <li>• examine major aspects of work in the mining industry</li> <li>• identify industry relevant skills</li> <li>• examine aspects of effective teamwork</li> <li>• plan to respond appropriately in a mining industry operational environment.</li> </ul> <p>No occupational licensing, legislative or certification requirements apply to this unit at the time of publication.</p>
<b>Pre-requisite Unit(s)</b>	Not applicable
<b>Competency Field</b>	Not applicable
<b>Unit Sector</b>	Not applicable

<b>Element</b>		<b>Performance Criteria</b>	
Elements describe the essential outcomes of a unit of competency.		Performance criteria describe the required performance needed to demonstrate achievement of the element. Assessment of performance is to be consistent with the assessment requirements.	
1	Examine major aspects of work in the mining industry	1.1	Mining job roles and occupations are investigated
		1.2	High-risk work requiring a licence in the mining industry is identified
		1.3	Relevant legislation, regulations and codes of practice for the mining industry are identified
		1.4	Relevant workplace policies, procedures and codes of conduct are identified
		1.5	Mining terminology is accurately identified in context
2	Identify industry relevant skills	2.1	Skills required by industry are investigated
		2.2	Local industry employment opportunities are investigated and the skills sought by local companies are determined
		2.3	Employer expectations of entry-level workers are outlined

		2.4	Own skills are summarised and compared to industry specific skills
		2.5	Options to develop additional skills are identified
3	Examine aspects of effective teamwork	3.1	Principles of effective teamwork are summarised
		3.2	Features of effective communication are outlined
		3.3	Employer obligations and employee responsibilities are summarised
		3.4	Conflict with others is acknowledged and ways to avoid or resolve this conflict are identified
		3.5	Reasons for listening attentively and responding appropriately to others in communication exchanges are summarised
		3.6	Consequences of miscommunication in the workplace are outlined
		3.7	Appropriate techniques to resolve miscommunication are outlined
4	Plan to respond appropriately in a mining industry operational environment	4.1	Site-specific signs, symbols, directions, rules and safety alerts are identified and explained
		4.2	Features and purpose of safety data sheets (SDSs) and safe work method statements (SWMSs) are outlined
		4.3	Mining equipment, machinery, technology and tools are accurately identified and their purpose is explained
		4.4	Processes and procedures for identifying and reporting equipment faults and breakdowns are explained
		4.5	Mining industry personal protective equipment (PPE) requirements are explained

### Range of Conditions

Not applicable

### Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

### Unit Mapping Information

New unit, no equivalent unit.

## Assessment Requirements

<b>Title</b>	Assessment Requirements for VU23363 Prepare to work in the mining industry
<b>Performance Evidence</b>	<p>The candidate must demonstrate the ability to undertake the work as specified in the elements and performance criteria by:</p> <ul style="list-style-type: none"><li>• researching and reporting on, either in writing or orally, two entry-level job roles with two different companies in the mining industry, analysing their own skills in relation to these job roles and planning to address the skills gaps they have identified</li><li>• planning and outlining, either in writing or orally, how they would respond to two different workplace scenarios they could be expected to encounter at a mining worksite.</li></ul>
<b>Knowledge Evidence</b>	<p>The candidate must be able to demonstrate a essential knowledge required to effectively undertake the work outlined by the elements and performance criteria of this unit. This includes knowledge of:</p> <ul style="list-style-type: none"><li>• duty of care in the mining industry</li><li>• employer expectations of entry-level workers in the workplace</li><li>• employer obligations and employee responsibilities in the workplace</li><li>• environmental, social and cultural contexts for mining operations and exploration</li><li>• industry-specific terminology</li><li>• mining industry approach to supporting mental health</li><li>• mining industry job roles, careers and pathways</li><li>• range of equipment, machinery, technology, tools and personal protective equipment (PPE) used in the mining industry</li><li>• scope of industry-specific legislative and regulatory requirements.</li></ul>
<b>Assessment Conditions</b>	<p>Assessment must be appropriate to the language, literacy, numeracy and digital literacy (LLND) requirements of the work being performed and the needs of the candidate.</p> <p>Resources must include:</p> <ul style="list-style-type: none"><li>• relevant industry legislation, regulations and codes of practice</li><li>• samples of workplace policies, procedures and codes of conduct</li><li>• appropriate PPE.</li></ul> <p>No specialist vocational competency requirements for assessors apply to this unit.</p>