



PNG INDUSTRY MANPOWER SOLUTIONS

**Creating a well-trained workforce that supports
PNG's economic development**

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Expectations

There are three ways in which unexpected things occur.

1. **It is new to us** – we have not seen this before.
2. **Something we expected to happen didn't** – we spend **a lot of time** and effort to develop our people and they continue to **fail**.
3. **Something we didn't expect to happen did** – we spent **no time** on developing our people and we are **safe, efficient and profitable**.
4. It's a **balance** of **effort** and **expectation**.



Expectations

Do we have balance?

1. Do we align with the Government's strategies to develop a PNG workforce and reduce reliance on an expatriate workforce?
2. Do we meet our WHS legislation to provide information, instruction, training and supervision to our employees?
3. Are we confident our people can perform the skills needed in the workplace?
4. Do we have a balance between effort and expectations?



What is **training**

Training is imparting new skills, knowledge and attitudes (SKA).

- Skills should be practised in an environment that, as best as possible, replicates the workplace*.
- Knowledge is delivered using a range of delivery options.
- Attitudes aligned with the expectations of the workplace.



What is **assessment**

Assessment is the measure of competence, and must be:

- Aligned with training package rules,
- Evidence-based,
- Valid and reliable, and
- Conforms with the dimensions of competence.



What is **training** and **assessment**

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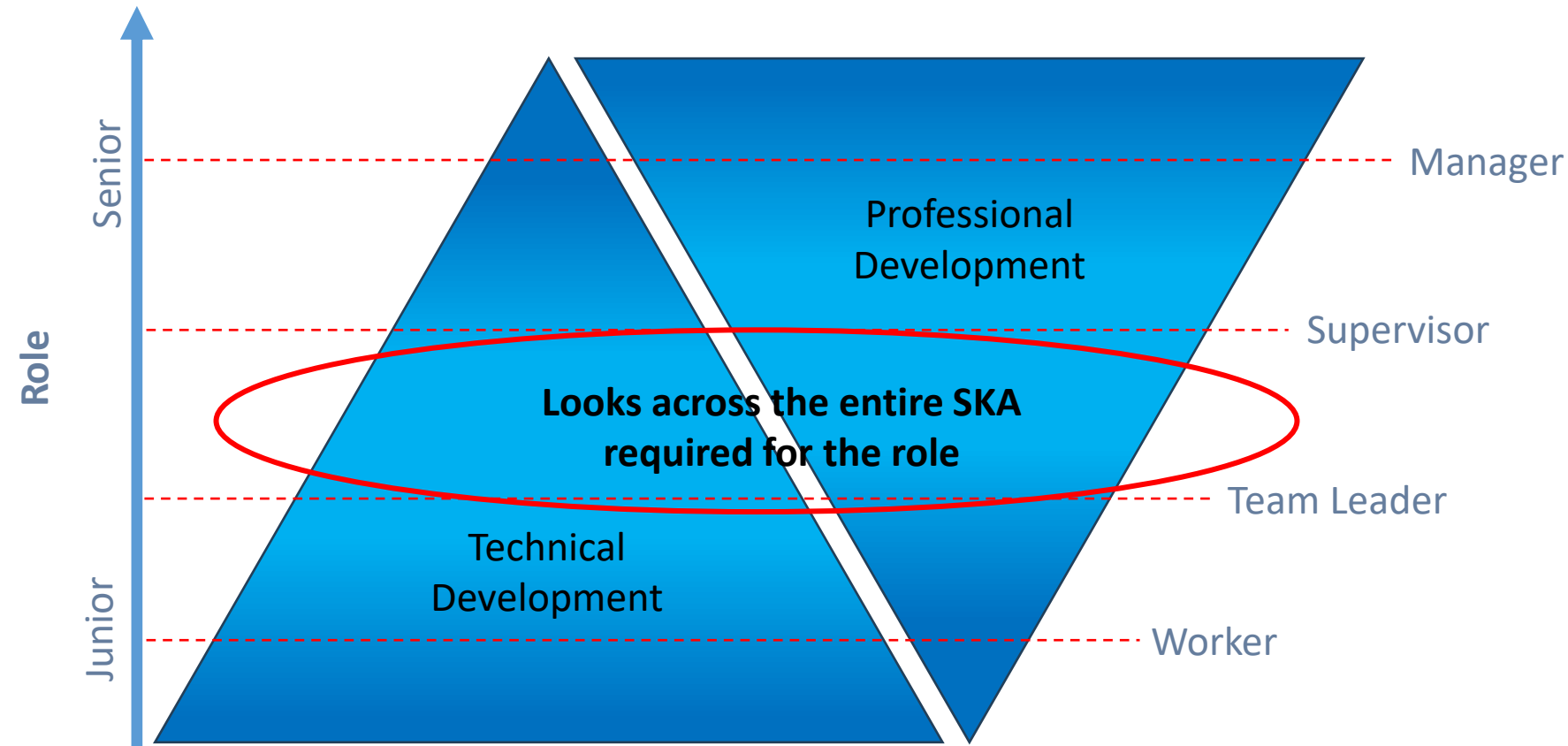
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Training Continuum



- Provides the correct blend of technical and professional development at each level.
- Enables the identification of strengths and weaknesses at the earliest time in a person's career.
- We will fail if we don't consider both are necessary in a person's development pathway.

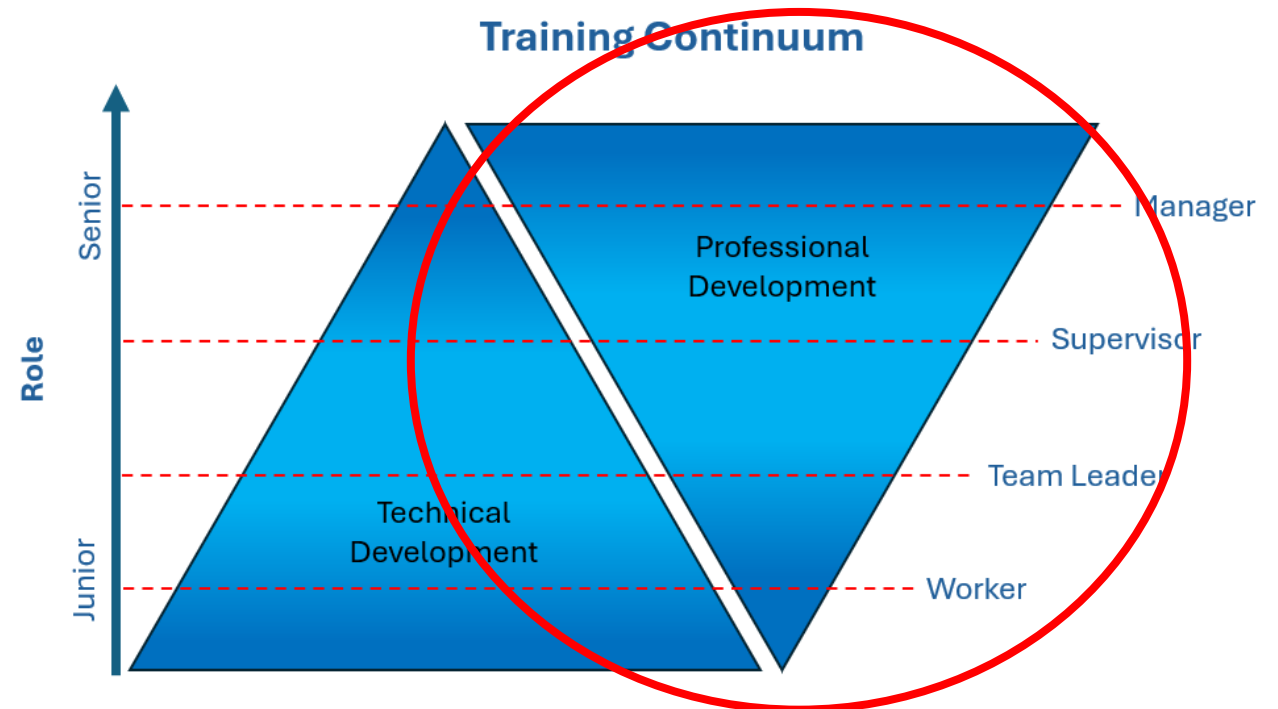
Training Continuum

Manage Risk			
Worker	Team Leader	Supervisor	Manager
1. Principles of hazard identification (ID) ↓	1. ID hazards associated with allocated work	1. ID hazards associated with allocated work	1. ID hazards associated with allocated work
2. ID hazards associated with allocated work →	2. Develop risk controls – hierarchy of control ↓	2. Supervise workplace activities in accordance with risk plans →	2. Facilitate a Risk Workshop ↓
3. Complete a hazard identification card	3. Facilitate a JSA meeting		3. Interpret organisational plans to develop an operational risk register.
4. Participate in a job safety analysis (JSA) meeting			

Training Continuums

Skills and knowledge that should be considered in our professional development continuum:

- Risk
- Communication
- Leadership
- Supervision
- Change Management
- Project Management
- Legal Compliance
- Quality Management



Why should we do this now?

- It is estimated that the LNG plant involved the training and assessment of 10,000 Papua New Guineans.
 - Consider 5 training days for each person – 50,000 training days
 - LNG plant's current operations are estimated to have 3,200 employees.
 - 2,600 Papua New Guineans – 8,000 training days
 - **Potential for 600 additional PNG positions** – 3,000 training days
 - We are all competing for the same people – if we don't increase the pool, we will not meet the country's employment needs.
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It requires change

- It's a change process – it will take time.
- But first, we must teach change.
- It's is a top-down approach.



Conclusion

The PNG Government's vision for training emphasises achieving a well-trained workforce that supports economic development and contributes to PNG's Vision 2050 goals, which aim for a smart, wise, fair, healthy, and happy society.

Conclusion



Is the scale balanced?
