Skills development initiatives in minerals-exporting countries

By

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The OECD is an international, inter-governmental organisation based in Paris with 35 member countries that provides independent analysis, regulatory instruments and a forum for policy dialogue and coordination of public policies.

OECD countries promote policies that will improve the economic and social well-being of people around the world through co-operation, sharing information and ideas that work, and mutual advice and peer review.
OECD study: 10 minerals-rich countries
Enhancement of skills levels

- Identification of needs within supply chain
- Identification of gaps in existing skills levels
- PPPs to enhance skills levels
- Suppliers’ development programmes
- General education system: cornerstone
Education: building block for development in all sectors

- Educational attainments
- Quality of education
- OECD research shows more educated individuals are less likely to be unemployed, earn more and are even less depressed
- Better educated women have more healthy children
Mining sector-specific initiatives to increase skills

- **Public-private partnerships to provide training** (ex. Australia, Canada)
- **Suppliers development programmes** (Brazil, Chile, Peru, Mozambique, South Africa, among others)
- **Joint local research centres** (ex. Australia, Chile)
- **Other initiatives** (ex. local personnel “shadowing” expatriate professionals)
Public-private training centres: Canada
Suppliers development programmes
Mining sector-specific initiatives to increase skills

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Some countries impose mandatory, quantitative targets but there are risks:

- Increased production costs of ores and concentrates
- Risks of breeding inefficiencies
- Difficulties of “picking winners”
- Economy-wide effects throughout the supply chain
- Potential for capture
Some countries require engagement and prioritize monitoring and reporting.

Australia: no targets but reporting on measures taken to procure or hire locally.

Canada: no specific measures imposed but firms must engage with local communities through their Obligation to Consult; Impact and Benefit agreements outline impacts on local communities.
Regional approach may be desirable
Aim: mining for inclusive growth

http://oe.cd/raw-materials
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