



Transforming workforce competency to balance operational agility and safety excellence in mining

Women in Mining Summit 2025

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MyPass Global



24,000

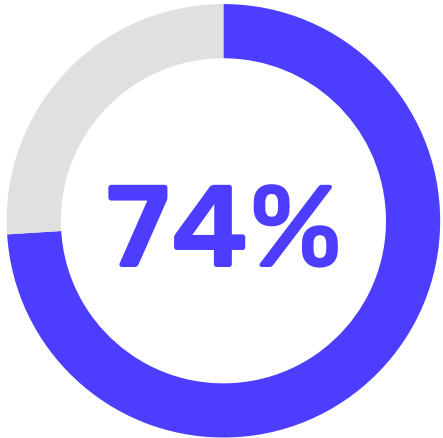
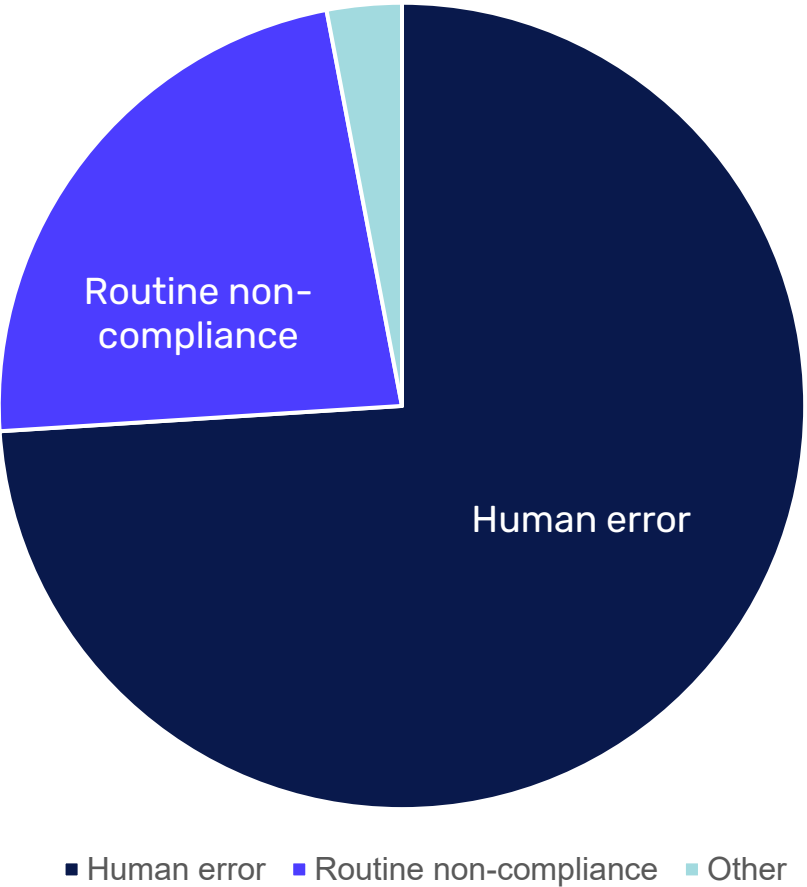
**Additional workers needed by 2026
to meet mining sector needs**

Source: [Australian Resources and Energy Group](#)

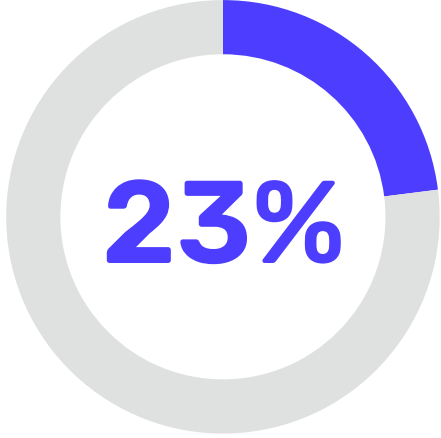


Human factors in mining safety incidents

5-year period 2018-2023



human behaviours associated with safety incidents and accidents were errors



human behaviours associated with safety incidents and accidents were intentional non-compliance



Human factors in mining safety incidents

5-year period 2018-2023

Frequency of performance-shaping factors identified in investigations 2018-2023



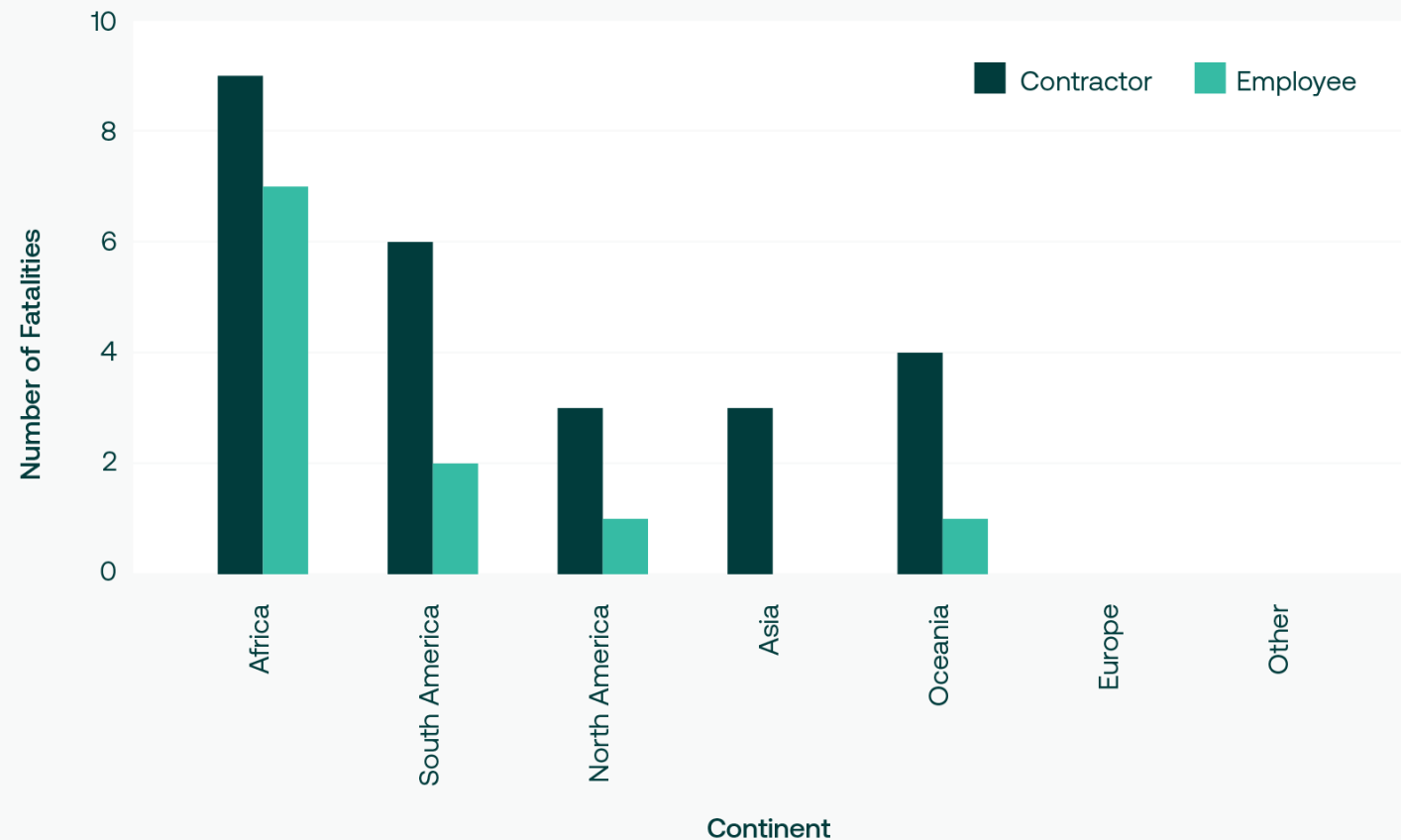
- Worker competency is in the top 3 behavioural factors.
- Report identified that Contractor Management which falls under Organisational factors – Safety Management, influenced thinking errors (decisions, judgements).

Findings from the Brady Review in QLD

- Majority of fatalities were not freak accidents.
- A large number of the fatalities involved a mine worker in a situation that they were inadequately trained for, with the controls meant to prevent harm being ineffective, unenforced or absent.
- Recommendation: Mining industry to focus on ensuring workers are appropriately trained for the specific tasks they are undertaking.

The risk of a contingent workforce in mining

Graph 8: ICMM Member Number of Contractor and Employee Fatalities by Continent (2023)



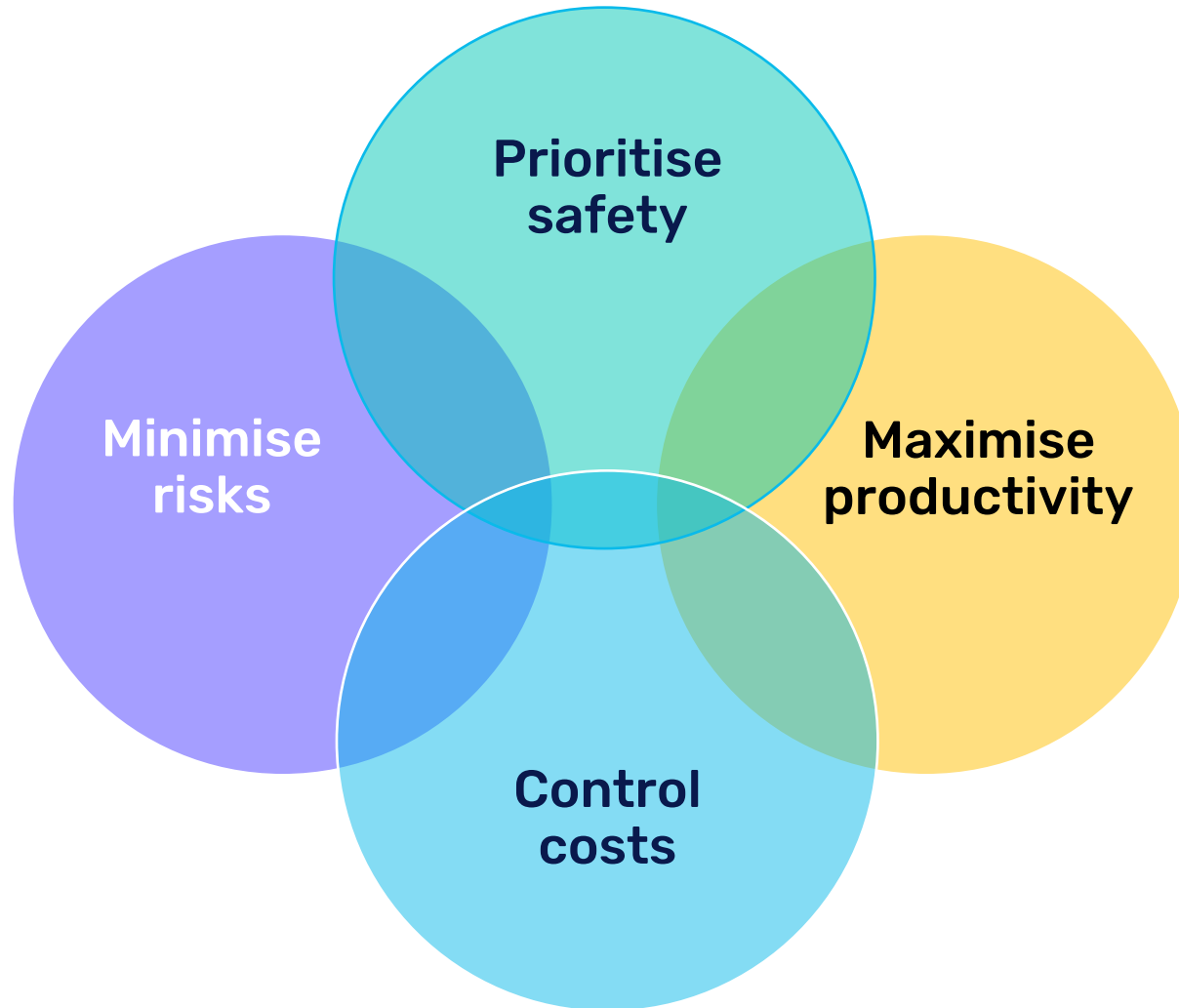
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Ratio of employee vs
contractor fatalities
in Oceania

Source: Safety Performance: Benchmarking progress of ICMM company members in 2023, International Council on Mining and Metals Limited, July 2024

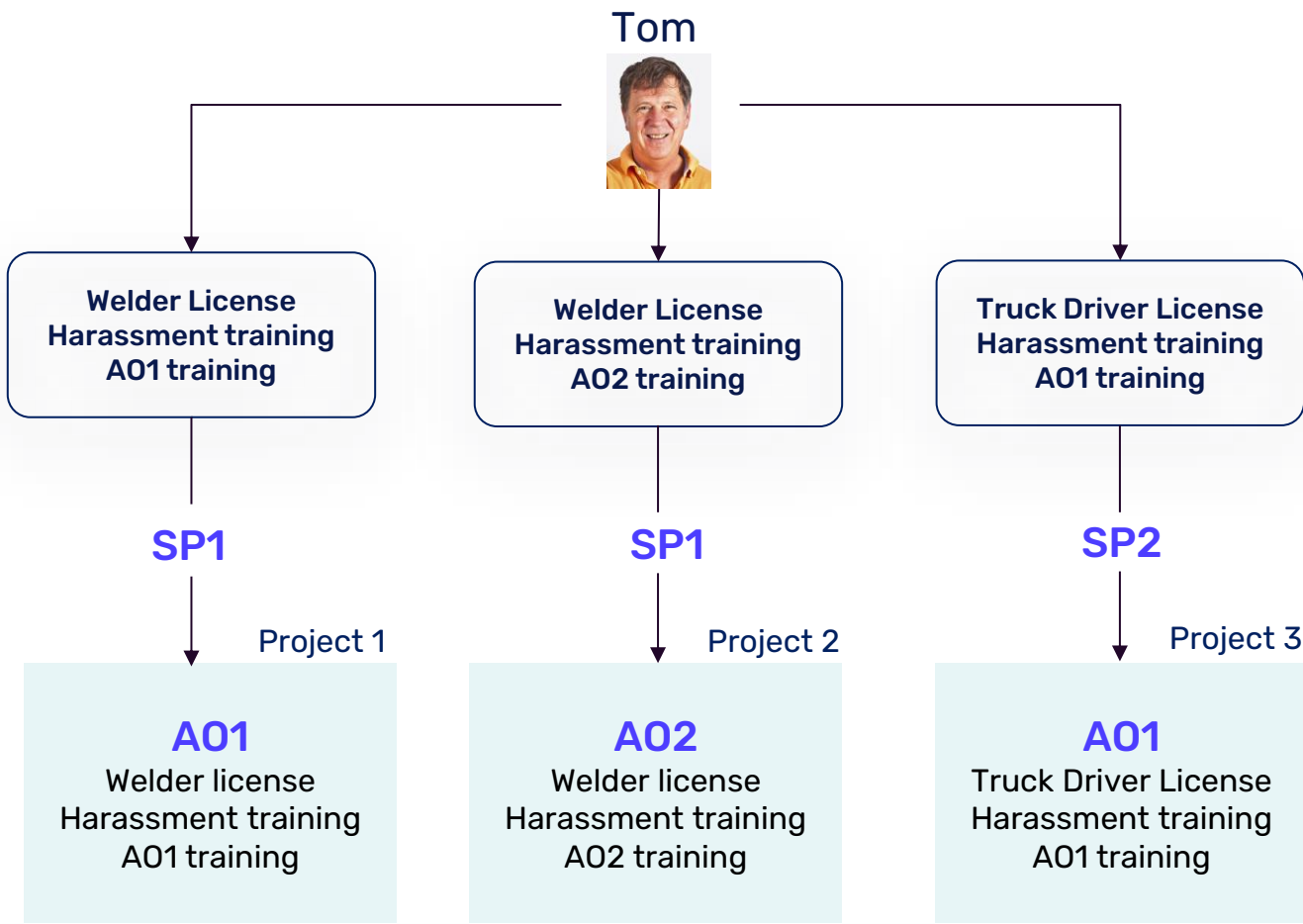


Achieving operational excellence in mining



Conventional approach of workforce compliance

Spreadsheets, legacy portals, data silos and data duplication



Total verification processes

9

Duplications

4

Data duplication: Same document uploaded multiple times to multiple sites of different asset owners.

Risk of data privacy violations and security breaches, in turn resulting in legal and financial risks.

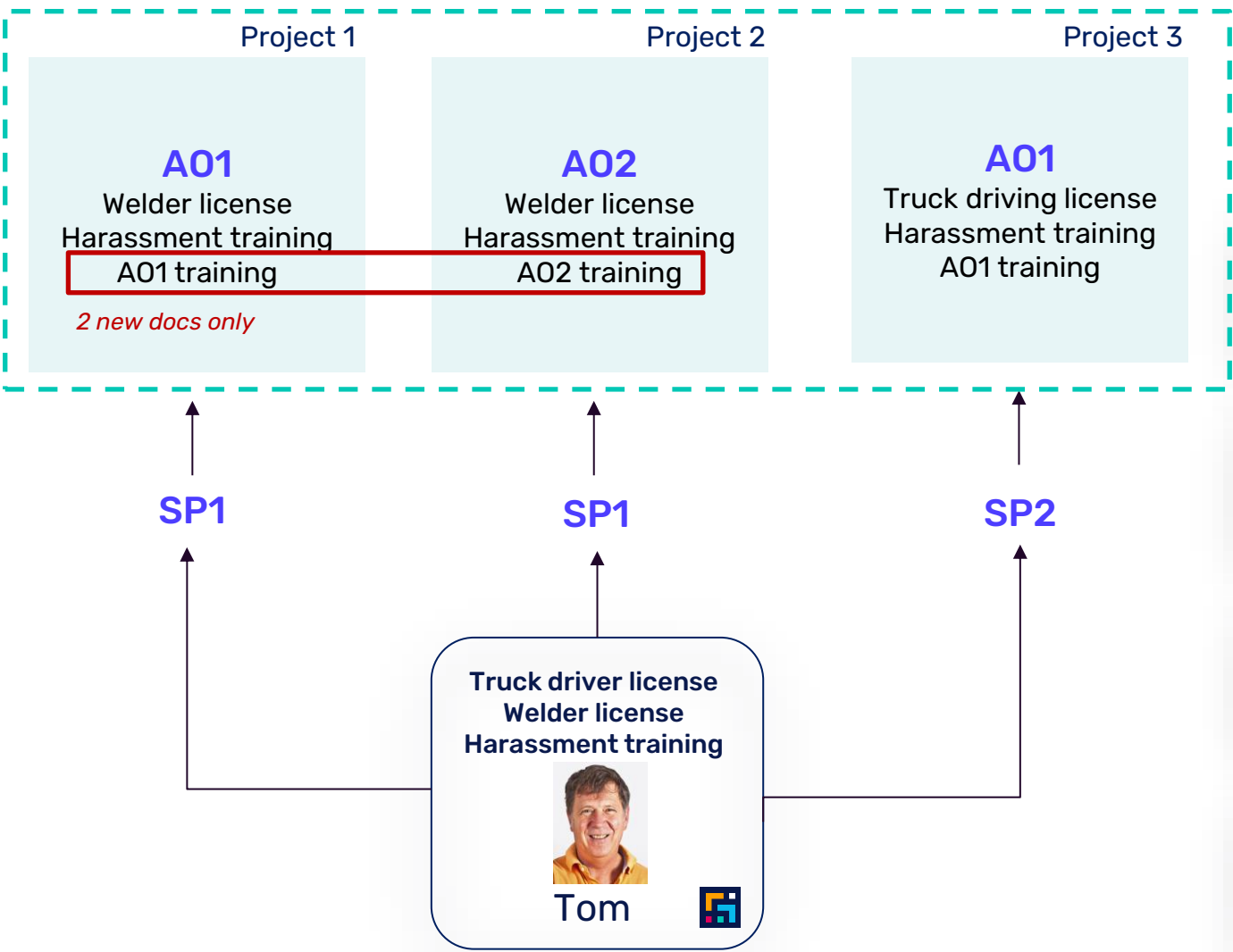
Higher admin costs due to manual work and several document verification events per worker.

Re-verification of the same documents and repetitive inductions even with same A0 result in site delays and productivity losses.



New paradigm: Workforce competency assurance

Digital Skills Passport providing a single source of truth for workforce compliance



Total verification
processes

5

Duplications

0

Digital Skills Passport FREE for workers to take charge of their own certifications and data, without compromising data privacy and security.

Real-time assurance that you have the right people with the right skills on site.

Unique duplication detection system of worker profiles, ensuring accurate worker records.

Connects all parties in resourcing ecosystem for sector-wide standardisation, simplification and collaboration.



How MyPass transforms workforce competency management



Portable digital Skills Passport. Free for workers to take ownership of their credentials. Upload docs for validation and share status across projects/sites.



Customisable skills matrix. Define and tailor skills matrices to share across the resourcing ecosystem to fill roles.



Validates certificates and documents. Intercept fraudulent ones. Duplication detection of worker profiles for accurate records.



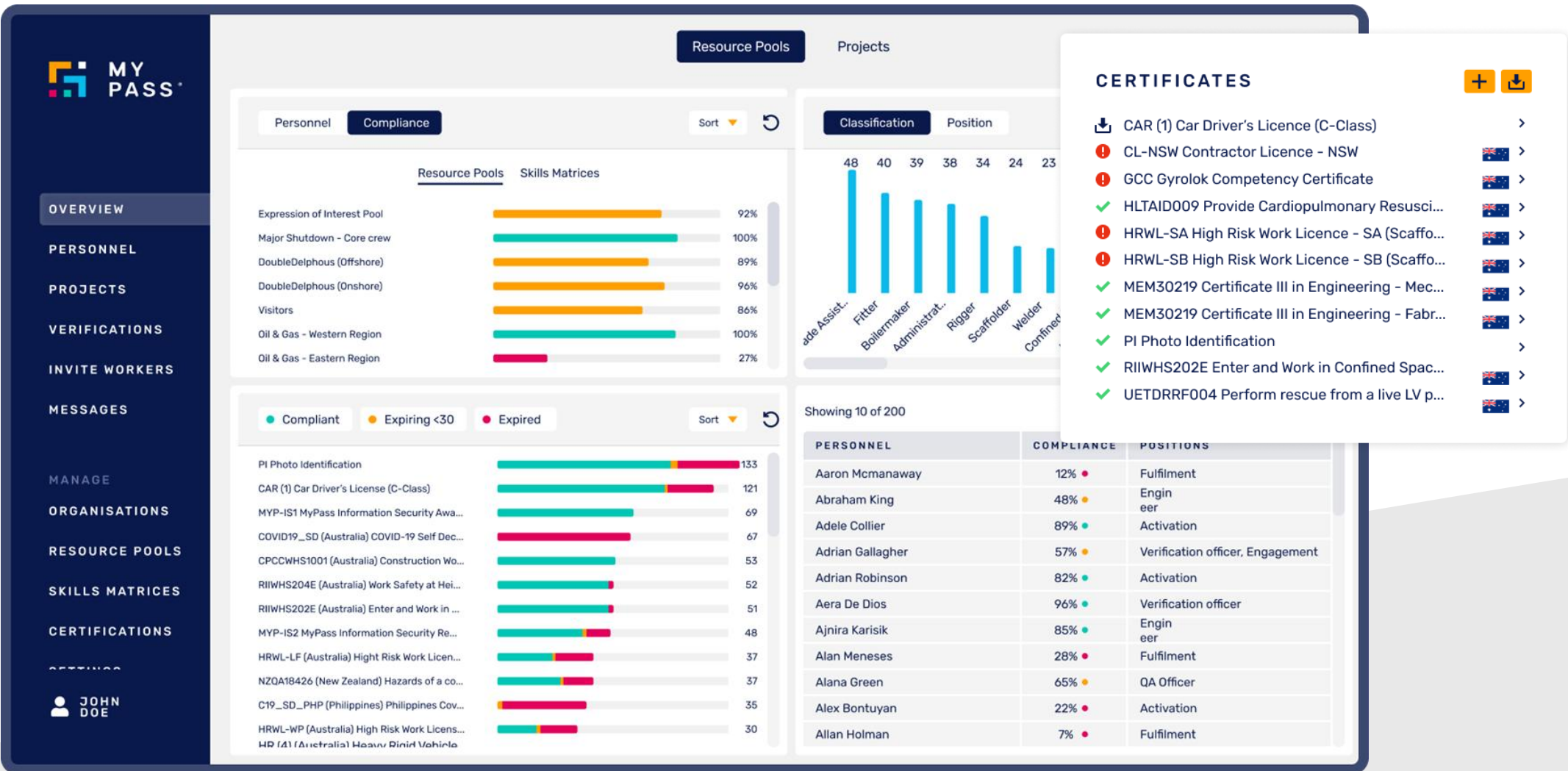
Get compliant and stay compliant. Incorporates LMS to complete inductions. Keep credentials current with automated reminders of upcoming expiry.



Reduce psychosocial hazards. Personnel with record of poor conduct tagged for review before re-deployment. Prevents new profile creation to circumvent system.



Real-time assurance: Right people, right skills



MyPass business benefits for mining industry



Mobilise skilled, compliant workers faster

- Portability of the digital Skills Passport enables the same data set to be used for multiple sites and projects, so workers can get site-ready faster.
- Access to worker certification history avoids repetitive inductions - faster time to productivity.



Reduce compliance risks

- Keep certifications and credentials current by receiving automated reminders of upcoming expiry.
- Reduce risk of penalties from data privacy breaches and fraudulent certificates.



Improve cost and operational efficiency

- Significantly reduce admin overhead, resource hours and document verification fees.
- Faster on-site audits by validating credentials with each worker's unique QR code on mobile.



Better safety performance

- Reduce safety incidents with verification and real-time visibility of workers' qualifications and credentials.
- Support psychosocial safety by tagging personnel with record of poor conduct for review before re-assignment or allowing access.

Proven value for world-leading resources company

27%

Reduction in
non-compliant
worker access

\$7.5M

Productivity savings from
Reduced admin time and effort

47%

Increase in completion of
business conduct and
healthy workplace training

35

Fraudulent certificates
intercepted monthly
on average





“

MyPass has given us the absolute confidence that we could deploy and deliver the right people with the right skills at the right time for our customers and provide them that assurance and that risk management.”



Asher Ryall
General Manager, WA
Energy and Resources Division

Programmed mobilises workers three times faster and achieves >95% fill rate

3x

Faster worker mobilisation

30%

Lower All Injury Frequency Rate

95%

Fill rate with clients or higher




Trusted by industry leaders

Mining, Energy and Manufacturing

BHP




Woodside
Energy

INPEX


beach

methanex
the power of agility

Service Providers

 **worley**
DELIVERING SUSTAINABLE CHANGE

wood.

 **UGL**

 **VEOLIA**

Applus⁺


PROGRAMMED


ALTRAD

Downer

 **slb**

Empowering safe, agile and connected communities

Visit our booth for a chance to win 3 x JBL noise-cancelling headphones!





MYPASS[®]