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## **Geoscience Education – Meeting social responsibility and operational requirements at Lonmin Marikana Operations.**

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At Lonmin we seek to conduct business in a way which is socially responsible and sustainable. Our skills development programs are aimed at building capacity in the Greater Lonmin Community (GLC) near Rustenburg in South Africa and to comply with the requirements of the operations and our Social Labour Plan.

Developing Geologists and Mineral Resource Officers (MROs) to have the technical and life skills required by our operations has been a continuing success, albeit there are unique challenges. Prior to 2007, much of the skills development was through informal on-the-job-type coaching and training. The need for a consistent and high quality training triggered several initiatives aimed at improving technical skills levels, addressing the real development needs and creating an environment conducive for employees to learn and grow to a position where they can be employed as professionals and are ready to face the challenges of their roles with confidence.

The first level of intervention is assisting learners with Primary and Secondary Education, followed by the Technical- and University Preparedness Programs directly after completing their Secondary Education. These programs create a pool from which candidates can be sourced for the Mine Technical Services (MTS) Cadet Program, and give employees exposure to geology, mine evaluation and other technical service disciplines. Basic- and Intermediate Geology courses, covering generic and site specific geology are presented by the Lonmin geologists as part of the MTS Cadet program. Learners successfully completing the first year of the MTS Cadet Program are considered eligible to apply for the Lonmin Bursary Scheme which provides support for students to complete an honours degree in Geology or other subjects relevant to the operations. During this phase the Mineral Resource Department stay involved with our student's development by joining visits to the universities, facilitating structured vacation work programs, supporting research projects and mentorship relationships between students and graduates who recently completed the program successfully. On completion of an Honours Degree in Geology through the Bursary Scheme, students qualify for the Graduate Development Program (GDP). This program, also developed by the Mineral Resource Department, involves further training in site-specific and mining geology as well as developing analytical and problem-solving skills. On completion of the GDP, a graduate is ready to be appointed and work independently as a mine geologist.

The Basic and Intermediate Geology courses were originally developed by the Mineral Resource Department to provide a career succession plan for our Mineral Resource Officers (MROs), doing underground observations, mapping and sampling, due to a lack of suitable geological training opportunities for employees without tertiary geological education. These courses are now also presented to multi-skill the MROs to improve the efficiency of the Mineral Resource Department.

Continuous involvement of the Mineral Resource Department in all the phases of training and development of students and mine employees through structured programs and mentorship relationships, ensure that we develop the geological skills required, changes our communities by establishing career paths, builds team relationships and afford every geologist and other mine employee involved the opportunity to practically demonstrate our Lonmin values.

