

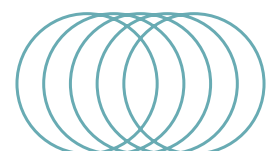


# UPSKILLING FOR EFFICIENCY: 5 TRAINING STRATEGIES FOR THE MINING INDUSTRY THAT STICK

**Equipping Your Workforce for Evolving Roles and Responsibilities**

## **What's Covered**

Best practices for developing employee skills that support learner, more efficient operations, from onboarding to advanced training.





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# EFFICIENCY BEGINS WITH CAPABILITY

The mining industry is undergoing rapid transformation. Automation, advanced sensing technologies, AI-driven planning tools, and increasingly lean operating models are reshaping how sites run—from the pit to the processing plant to the port. As these technologies evolve, employees are expected to adapt more quickly, take on more responsibilities, and make more precise decisions. Yet while most companies are ramping up investments in new technologies, few have fully integrated them into daily work. Industrywide, companies are modernizing their equipment faster than they are preparing their workforce to use it. Operators, maintenance teams, and supervisors often want more training to work effectively in data-rich, technology-enabled environments, but many report limited support and inconsistent development opportunities. The result is a widening gap between technological capability

and workforce readiness—one that directly affects safety, productivity, and equipment reliability. Closing that gap is essential. Advanced systems may increase potential efficiency, but people determine whether that potential becomes reality. High-performing mining operations build flexible teams that can adapt to evolving roles, apply technology to real extraction and processing challenges, and maintain high safety and production standards. The most effective training strategies go beyond instruction to accelerate onboarding, strengthen decision-making, and help crews work smarter with fewer delays and incidents and greater consistency. The following five approaches are designed to make learning stick across the entire mining workforce, ensuring development directly supports performance, safety, and sustained operational excellence.





# THE TRAINING STRATEGIES THAT STICK

These five strategies show how to design training that endures, building skills, adaptability, and meaningful impact across every stage of the employee journey.

## STRATEGY 01

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### Anchor Training in Operational Reality

**Align training with measurable business objectives.**

Training only drives improvement when it's tied directly to site-level goals. In mining, programs too often focus on broad skills (leadership, digital literacy, communications) without connecting them to the production, safety, or equipment-reliability indicators that actually define site performance. The result is participation without impact.

High-performing mining organizations approach training like any other capital investment: they start with a measurable goal (reducing haul-truck idle time, improving recovery rates, decreasing unplanned downtime, tightening safety compliance) and work backward to identify the skills, decision-making habits, and behaviors that influence those results.

For example, instead of a generic "data literacy" course, a site aiming to reduce crusher downtime might train supervisors and operators to interpret telemetry data, spot early warning signs, and coordinate maintenance before failures occur. When learning reflects real site conditions (equipment constraints, shift patterns, ore variability), employees apply it immediately, and the gains compound.

**Key idea:** Build training around the specific tasks, equipment, and metrics that matter most, so skills translate directly into safer, more efficient operations.

## STRATEGY 02

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### Blend Technical Skills With Contextual Learning

**Develop systems thinkers, not just specialists.**

While Strategy 1 centers training on measurable metrics, this approach ensures employees understand how their tasks fit into—and influence—the complete mining value chain. Site performance isn't defined by isolated duties; it's shaped by how well people grasp the upstream and downstream effects of their decisions, from drilling accuracy to haul-road quality to mill-feed consistency.

Blended programs that integrate technical, analytical, and interpersonal skills help employees see the bigger picture. A haul-truck operator benefits from pairing equipment training with context on crusher choke levels and fuel-efficiency practices. A processing technician might learn flotation chemistry alongside communication skills to coordinate with mine operations when ore characteristics change. Maintenance teams can pair predictive analytics tools with the collaboration skills needed to schedule downtime without disrupting production.

When employees understand both how tasks work and why they matter, adoption improves and agility grows. This broader awareness supports smoother handoffs, steadier throughput, and tighter site-wide coordination.

**Key idea:** Blend technical training with operational context to develop employees who understand the full mining process and can sustain efficiency gains across teams.



## STRATEGY 03

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### Make Learning Continuous and Embedded

Turn development into a natural part of work.

Mining environments evolve constantly. Ore bodies



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