



## Mining careers for local employees

In late 2006, the University of Patagonia (UNPA), with which Cerro Vanguardia has a very supportive relationship, reached agreement with the Polytechnic University of Madrid to develop a new discipline at UNPA's Puerto San Julian campus to specialise in mining and energy (see box for details on the courses). The qualification obtained is a recognised international qualification.

Cerro Vanguardia decided to support the initiative by offering the opportunity to employees to further their education and job prospects by obtaining a degree while they are working. Cerro Vanguardia. The main aim is to develop the skills of particularly local employees, to enable them to become future leaders within the company.

The university facilitated attendance of the course by arranging classes to accommodate the shift rosters at the mine, and the company provided paid leave to employees enabling them to attend the classes.

Says Natalia Moscardi, Human Resources Manager at Cerro Vanguardia, "While 24 students started the course at the beginning of the year, only eight students eventually completed it. The course proved to be very demanding, particularly for those with families and other commitments."

Moscardi comments that the company will continue to support this initiative in 2008, with 10 employees identified for training.

"An indirect benefit has been that the increased number of students and the introduction of an internationally recognised programme is assisting in the repositioning of the UNPA within the region."

The degree course covers the following:

**First year**

- Geology s
- Mathematics
- Chemistry
- Graphics
- Topography
- English (technical)

**Second year**

- Environment, health and safety
- Applied mathematics
- Mechanical technology
- Machines and engines
- Electrical engineering
- Mechanical flow
- Economics and legislation
- Structure theory
- Fuels
- Basic electronics

**Third year**

- Mining exploitation
- Technology of exploitation
- Mineral deposits
- Seismics and drilling
- Rock mechanics
- Project management
- Mineral processing
- Prospecting and exploration

**Fourth year**

- Practice in company and final project