



## **Pantoro Gold & Carmel Adventist College Site Visit: Empowering Future Mining Workforce**

**01 October 2025**

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### **Key Achievements**

- Delivered an immersive educational experience to Year 11 students and staff from Carmel Adventist College.
  - Facilitated increased understanding of gold mining operations and career pathways.
  - Strengthened community and industry partnership by embedding mining experience and career planning into Carmel's formal Careers in Mining Program for Years 10-12 students, with ongoing plans for collaboration.
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### **Initiative Overview**

Pantoro Gold is committed to supporting local communities and fostering the next generation of mining professionals. Partnering with Carmel Adventist College, Pantoro organised a comprehensive site visit to its Norseman Gold Project to provide students with direct exposure to gold mining operations and practical insights into the industry.



Norseman Project in WA. Image: Pantoro

## Community Investment and Program Delivery

The partnership was designed to deliver an integrated educational experience for the youth through real-world mine visits and industry-led presentations. All activities were integrated to Carmel's careers curriculum and coordinated alongside teaching faculty and mining professionals, ensuring alignment with learning outcomes and student development goals.

The partnership involved extensive preparation and coordination between Pantoro and Carmel Adventist College education and training consultant Luke Clatworthy, ensuring alignment with curriculum and student interests. This partnership contributes to Pantoro's commitment to meaningful community engagement and workforce development initiatives, addressing skill shortages and encouraging youth interest in mining careers.

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## Measurable Outcomes and Stakeholder Feedback

Participating students and staff described the mine visit as "invaluable", all reported learning new skills and exploring new career possibilities. Educators attributed a distinct rise in student aspiration for mining careers to direct engagement with Pantoro staff, while recognition plaques and documented feedback cemented the partnership's positive reputation and sustainability.

## The Visit

On the 21<sup>st</sup> of September 2025, students and staff visited the Pantoro Norseman operations site under the guidance of the Pantoro team led by General Manager Paul Androvic. The site visit included:

- Guided tours of key mining facilities explaining operational processes
- Interactive learning sessions where students engaged with mining professionals
- Opportunities for students to ask questions and explore real-world applications



Norseman Project in WA. Image: Pantoro

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## Impact, Outcomes, and Leadership Commentary

Feedback from students and educators was overwhelmingly positive, highlighting increased enthusiasm for mining careers and appreciation for the rare firsthand experiences provided. The engagement fostered stronger ties between Pantoro and Carmel, with plans to make this an annual event reinforcing their shared commitment to workforce development.

***Luke Clatworthy, Education & Training Consultant for Adventist Education WA, stated:***

"The operation visit was invaluable for our students and staff, opening minds to mining possibilities and career pathways. We look forward to continued collaboration with Pantoro to inspire future leaders in mining."

***Paul Androvic, General Manager at Pantoro Gold, commented:***

"Engaging with the community and investing in education are core to Pantoro's values. Opening our site to these students was rewarding and a great way to ensure the sustainability of our industry through local talent development."

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## Pantoro Commitment to Awareness and Long-Term Responsibility



Norseman Project in WA. Image: Pantoro

This initiative reflects Pantoro's dedication to community participation, education, and sustainable workforce development in Western Australia's mining regions. Through continued support and innovative programming, Pantoro endeavours to foster awareness and opportunity in the local resource sector.