

## Education for Our People



CASE STUDY

### BACKGROUND

The Educational Connection Program implemented by Minera Mexico is part of our training and growth strategy for our people and is open to all employees who, for whatever reason, did not finish their basic education. The program was developed in two stages, the first consisted of evaluating the academic levels of all employees, to determine the dimension of the problem and define a plan for each work site.

Minera México found assistance in the Instituto Nacional de Educación de Adultos (INEA) (National Institute for Adult Education). The second stage held the “Convenio Bases de Concertación” with the INEA, where all directors of operations at our work sites promised their support for employees in obtaining their Elementary School diplomas under the principle “Zero Under-Education”.

## ACTIONS:

- » Formation of groups of employees benefited and explanation of the education system
- » Support from INEA advisors on the orientation of employees during the study modules
- » Support from the supervisors of those studying, and also monitoring and control of their advance by the Human Resources Department at each work site
- » Assistance for students to attend sessions with advisors and also internet access to submit work at company offices and nearby community centers

The support provided by the INEA has led to:

- » Adult employees having access to quality education that responds to their needs and interests
- » Encouragement of the immediate application of that learned with their families, at work, in the community, and with themselves
- » Development of basic skills and contents in general areas of: language, communication, mathematics, and sciences
- » Development of specific skills on various topics, from a perspective of social wellbeing that includes: family, safety, work, recreation, participation, and community culture

## RESULTS:

One specific case under this Program is that of Tomás Tepexi Celix. He is a Náhuatl originally from Esperanza, Guerrero, who emigrated to the state of Sonora and joined the company in 1985, without speaking or understanding Spanish.

In August 2009, he joined the Education Connection Program with the INEA. Today Tomás reads, writes, multiplies, adds, subtracts, and understands graphic tables. Tomás completed his Elementary Education in December 2009 and opted to continue on to Middle School, which he will complete in 6 months.

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Minera México being awarded the "Company committed to education" certificate.

### Next page.

Mexicana de Cobre employees and management at the award ceremony for educational diplomas received by our people.



## Employees that have received Academic Certificates

PROCESSES	SAN LUIS POTOSÍ				MEXICANA DE COBRE		TOTAL
	ZINC PLANT	COPPER PLANT	SANTA BARBARA	CHARCAS	METALLURGIC PLANT	CONCENTRATOR MINE	
CERTIFICATION 2008	31	28	40	12	8	38	157
CERTIFICATION 2009	17	28	21	8	75	44	193
IN PROCESS 2010	13	25	15	6	45	38	142
EXPECTATION							
CERTIFICATES 2010	30	40	20	15	40	35	180