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Funded in part by the Government of Canada's  
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# National Occupational Standards Project

**MiHR**  
MINING INDUSTRY  
HUMAN RESOURCES COUNCIL

## What is the National Occupational Standards Project?

An important objective that emerged from the *Prospecting the Future* study is to “ensure standardization of skills and consistency of training delivery in order to facilitate recruitment, establish clear educational requirements and increase worker mobility.”

### The Occupational Standards Project will provide:

- Detailed essential skills profiles, core competencies standards, and occupational standards for workers in each of the following categories: underground mining, surface mining, and minerals processing.
- A proven model for future occupational standards as new needs emerge; and
- An industry-driven strategy developed and endorsed by key stakeholders for addressing the sector’s human resources issues and constraints.

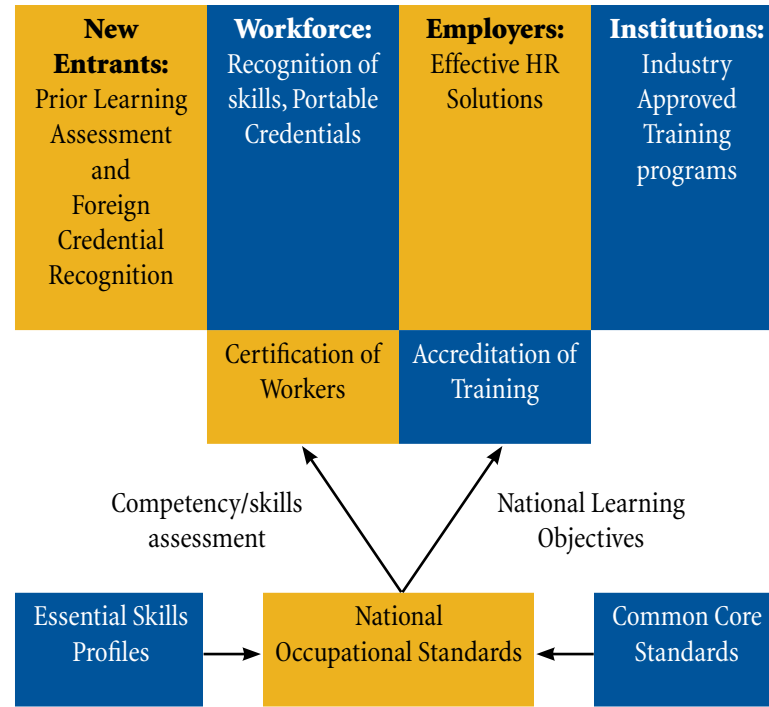
### Definitions

**Essential Skills Profiles** - How the nine essential skills for work, learning and life are used by workers in a particular occupation.

**Core Competencies Standard** - Skills and competencies required across a set of jobs in a sector.

**Occupational Standard** - Inventory of the skills, competencies and knowledge required to perform a specific job.

To ensure that the standards adequately reflect the industry’s requirements and that the project results are relevant and widely applicable, implementation will rely heavily on the participation of key industry stakeholders: employers, employees and educators. Representatives of provincial organizations, governments and associations will also play an important role in guiding the standards-development process. MiHR will facilitate and coordinate the process.



### “By Industry, for Industry”

#### The Occupational Standards Development Process will:

- Build on existing materials
- Utilize experienced practitioners in the development and validation process
- Involve industry-based committees such as:
  - » The National Steering Committee
  - » Occupational Standards Development Committees
- Create a comprehensive communications and awareness strategy designed to:
  - » Increase awareness and understanding of occupational standards
  - » Promote the usefulness of occupational standards
  - » Develop a network of champions for the standards

## Occupational Standards are important because they provide the foundation for:

- A nationally standardized skills list
- Certification and accreditation
- Identifying consistent categories for labour-market information
- Clearly defining career information
- Labour mobility and credentials
- Industry-wide HR strategies and solutions
- Developing training programs and ensuring consistent delivery
- Upgrading skills

Benefits for Employers	Benefits for Employees	Benefits for Educators/Trainers
<ul style="list-style-type: none"> <li>• Better workplace safety</li> <li>• Increased productivity</li> <li>• Improved quality assurance</li> <li>• Targeted recruitment</li> <li>• More efficient use of professional development resources</li> </ul>	<ul style="list-style-type: none"> <li>• Safer working conditions</li> <li>• Better career-path planning</li> <li>• Continuous learning and skills upgrading</li> <li>• Certification potential</li> <li>• Clearly defined job requirements</li> <li>• National recognition for training and credentials</li> </ul>	<ul style="list-style-type: none"> <li>• Occupation-specific skills sets defined</li> <li>• Better program planning and development</li> <li>• More consistent delivery of learning objectives</li> <li>• Accreditation: Industry’s “stamp of approval” for program</li> </ul>

### Ultimate results

MiHR’s new project to develop essential skills profiles, core competencies standards and occupational standards will help document the benefits of establishing national occupational standards for the mining industry. The project will also facilitate development of a national strategy for using the standards to address the mining sector’s human resources challenges.