



CANADIAN MINING CREDENTIALS PROGRAM
PROGRAMME DES TITRES DE COMPÉTENCES
DE L'INDUSTRIE MINIÈRE CANADIENNE

MOBILITY



CONSISTENCY

DEDICATION

OPPORTUNIT



Canadian Mining Credentials Program

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Mining Industry Human Resources Council
October 2009

Defining the work we do



CERTI

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R | **H** | **M** |
MINING INDUSTRY
HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIÈRE

EXPERTIS

Background: Prospecting the Future

- Definition of requirements, nationally
- Consistent training
- Establish educational requirements of industry
- Increase worker mobility

By Industry, For Industry



Canadian Aboriginal Minerals Association

ELK VALLEY COAL

Teck

CEEP / SCSEP
CIC / CTC

DE BEERS CANADA

DIAVIK™
DIAMOND MINES INC.

BCIT®
BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY

VALE INCO

ELK VALLEY COAL
Resourceful
Responsive
Reliable

Ontario Mining ASSOCIATION

ArcelorMittal

Highland Valley Copper

xstrata

CAMBRIAN COLLEGE

CAW TCA CANADA

Corona College

Ontario
MINISTRY OF TRAINING,
COLLEGES AND UNIVERSITIES

Northwest Territories
Education, Culture and Employment

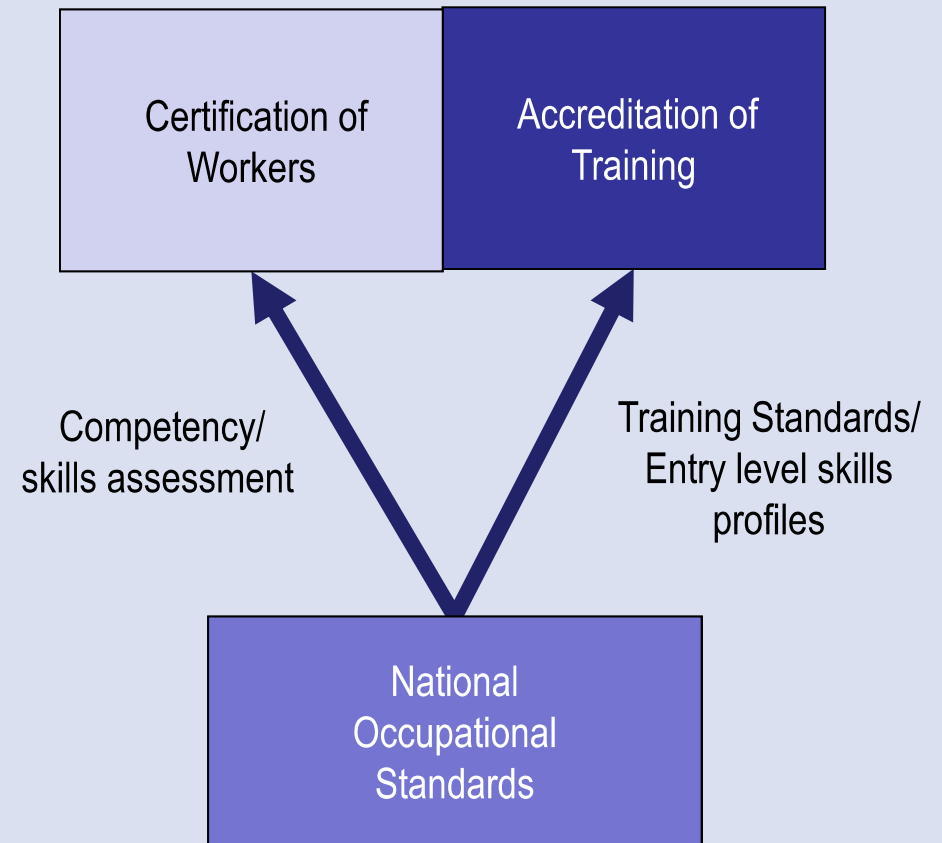
Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Partners in NOS Development

1. Quebec Cartier Mining\Arcelor Mittal
Fermont
2. Teck:
Elk Valley, Highland Valley
3. Fording River
4. Xstrata Nickel - Sudbury
5. Vale Inco
– Sudbury/Voisey's Bay/Thompson
6. Diavik Diamonds – NWT
7. Tahera Diamonds – NWT
8. DeBeers Canada
9. Xstrata Copper – Timmins
10. Rio Tinto (Talc)
11. Potash Corp
12. Mosaic Potash- Esterhazy
13. Suncor
14. Quinsam Coal
15. Xstrata Zinc – Brunswick Mine
16. Agnico-Eagle
17. IAM Gold
18. NVI Mining – Myra Falls

What is the CMCP?

- ▶ **Industry defined skills requirements**
 - National Occupational Standards
- ▶ **Recognition for competency and experience**
 - Worker Certification
- ▶ **Consistent, relevant training programs**
 - Accreditation



What do we mean by “NOS”?

▶ National Occupational Standards

- List of skills competencies and knowledge required to perform proficiently in an occupation
- National recognition from industry
- Developed in consultation with industry, governments and associations



Current NOS

NOS are in place for:

- ▶ Surface miners
- ▶ Underground miners
- ▶ Minerals processing operators
- ▶ Diamond Driller (under development)

Why are NOS important?

- ▶ Standardized skills
- ▶ Mobility
- ▶ Certification and accreditation
- ▶ HR strategies and solutions
- ▶ Categories for LMI
- ▶ Consistency in training
- ▶ Accurate career information
- ▶ Upgrading skills

Certification

- ▶ Recognizes accomplishments, experience and knowledge of workers
- ▶ Is voluntary
- ▶ Simplifies recruitment
- ▶ Allows skills to become portable



Accreditation

- ▶ Programs meet or exceed national training standards for the skills requirements of the industry
- ▶ Industry-recognized
- ▶ Sought-after graduates



Certifying Miners on Two Levels

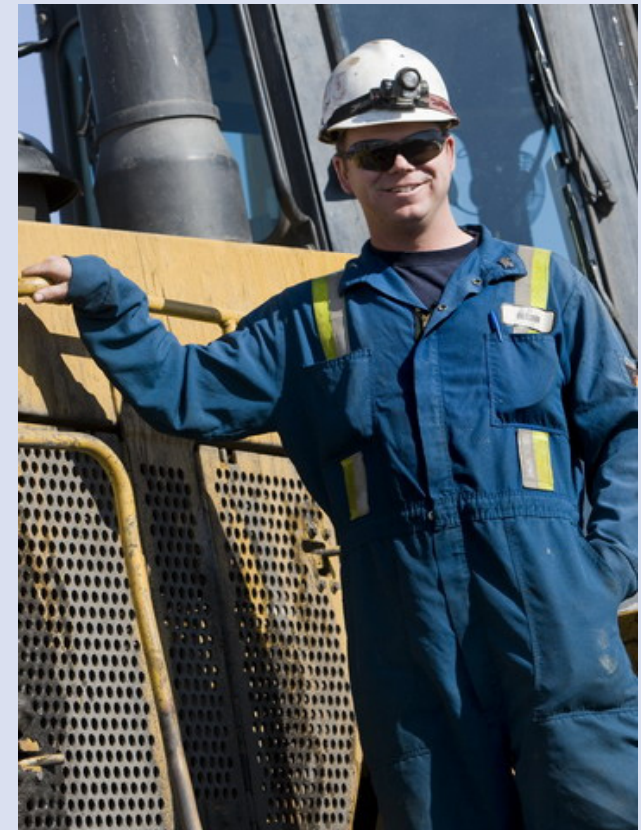
► Level 1 Certification

- Basic knowledge and foundational skills
- On-the-job training and/or formal training modules
- Workplace demonstration of skills



Certifying Miners on Two Levels

- ▶ Level 2 Certification
 - Efficient, proficient and safe worker
 - Works without supervision
 - Successfully challenge an on-the-job assessment.



Workplace Assessors

Determine if candidates meet the requirements for certification by:

- ▶ Workplace demonstration of skills
- ▶ On-the-job verification of competencies

Standards have been developed for Workplace Assessors

What's in it for Employees?

- ▶ Mine workers
 - National skills recognition
 - Job definition
 - Portable credentials
 - Consistent training
 - Continuous learning
 - Skills upgrading



What's in it for Employers?

- ▶ Access to well-trained workers
- ▶ Tools to assess job candidates
- ▶ Simplified recruitment
- ▶ Increased employee retention
- ▶ Targeted staff development programs
- ▶ Safer and more productive workplace



What's in it for Training Institutions?

► Educators and trainers

- More students
- Increased graduate employment rates
- Consistent, nationally standardized training



We need your support!

▶ Employers

- hiring certified workers over uncertified workers
- encouraging employees to become certified

▶ Employees

- applying for certification

▶ Provincial/Territorial authorities

- recognizing credential at provincial level
- providing resources for training

▶ Industry Associations

- Promoting and endorsing the program to members

What's Next?

▶ **Piloting the Certification System (2010)**

- select pilot locations
- identify and register workplace assessors
- run pilot Level 1 training programs
- certify workers at Level 1 and 2 in pilot locations

Working Together

- ▶ Managing Change
- ▶ Creating buy-in
- ▶ Engaging partners
- ▶ Have your say, get involved, affect change for the good of industry...World Café