



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

MOBILITY



RECOGNITION  
CONSISTENCY  
DEDICATION  
OPPORTUNITY



## Canadian Mining Credentials Program

Barbara Kirby  
Mining Industry Human Resources Council  
October 2009

Defining the work we do



CERTIFICATION

EXPERTISE

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

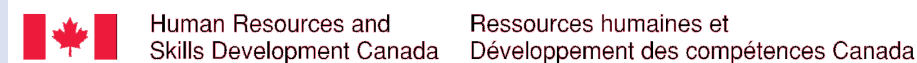
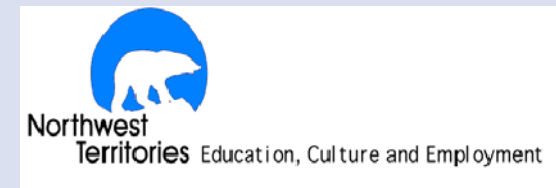
## Background: Prospecting the Future

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

# By Industry, For Industry



**Teck**

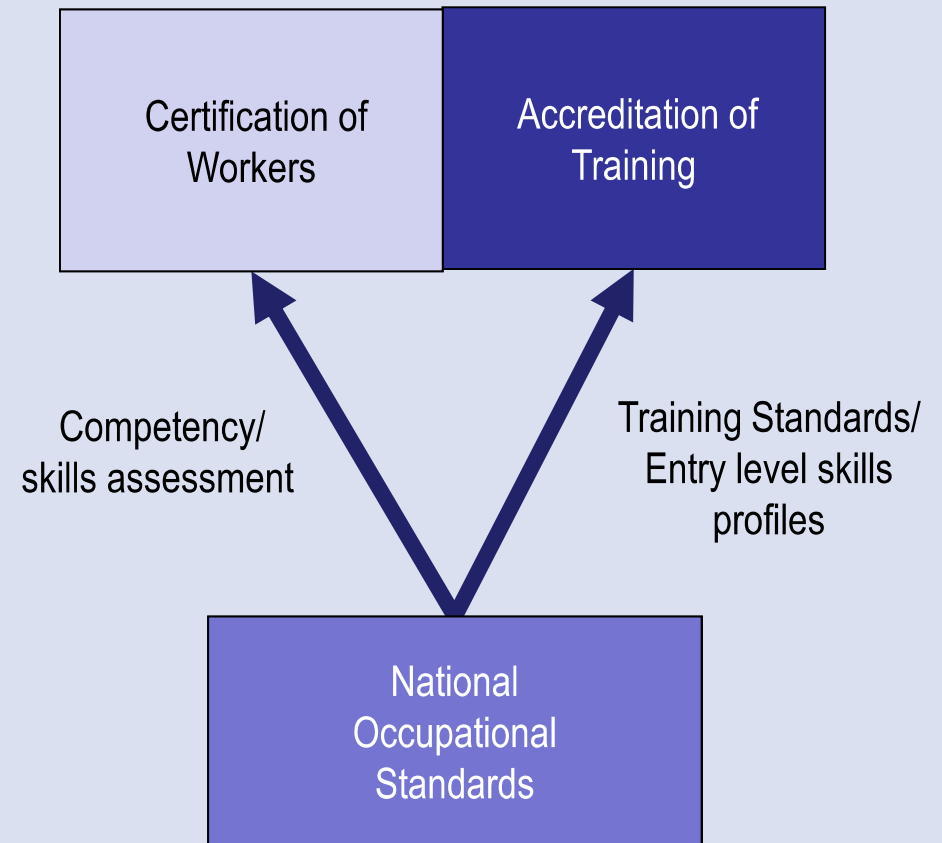


## Partners in NOS Development

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

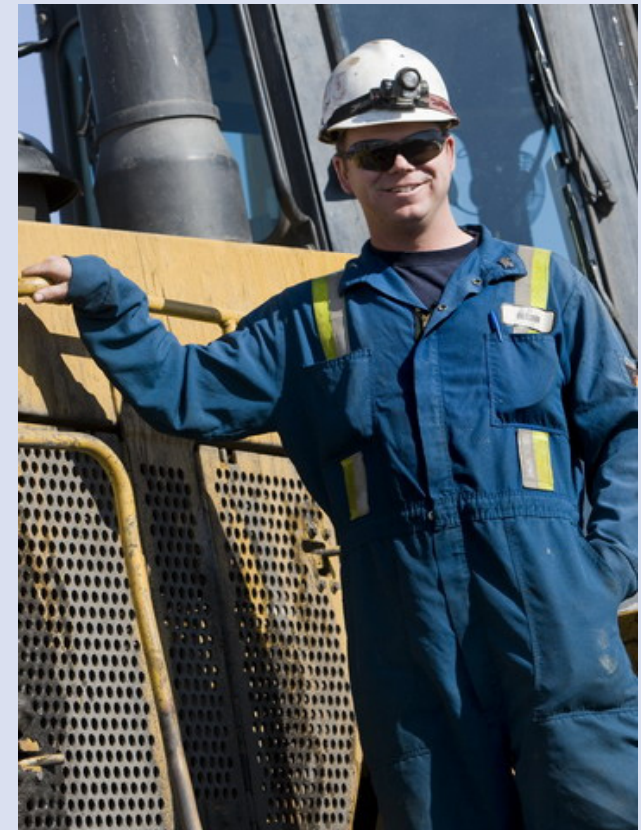
## ► Level 1 Certification

- 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

## 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



## 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

# 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

## Working Together

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