



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

MOBILITY



RECOGNITION
CONSISTENCY
DEDICATION
OPPORTUNITY



Canadian Mining Credentials Program

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Defining the work we do



CERTIFICATION

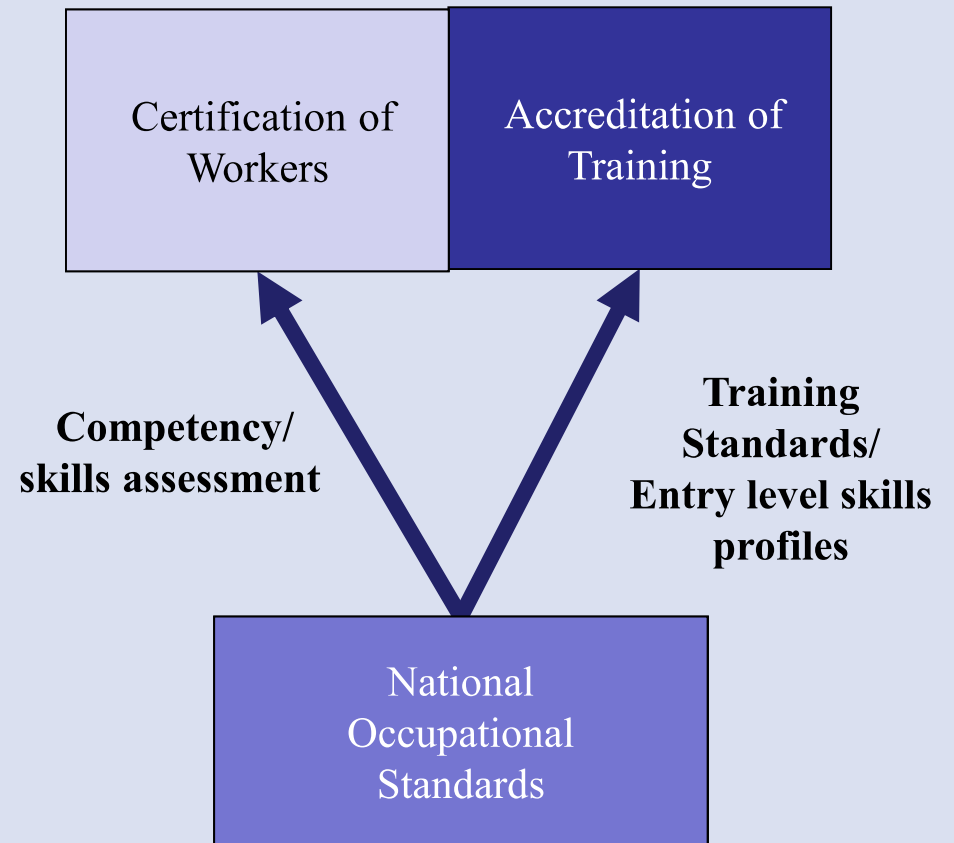
EXPERTISE

M | HR
RH | M

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

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



Certifying Miners on Two Levels

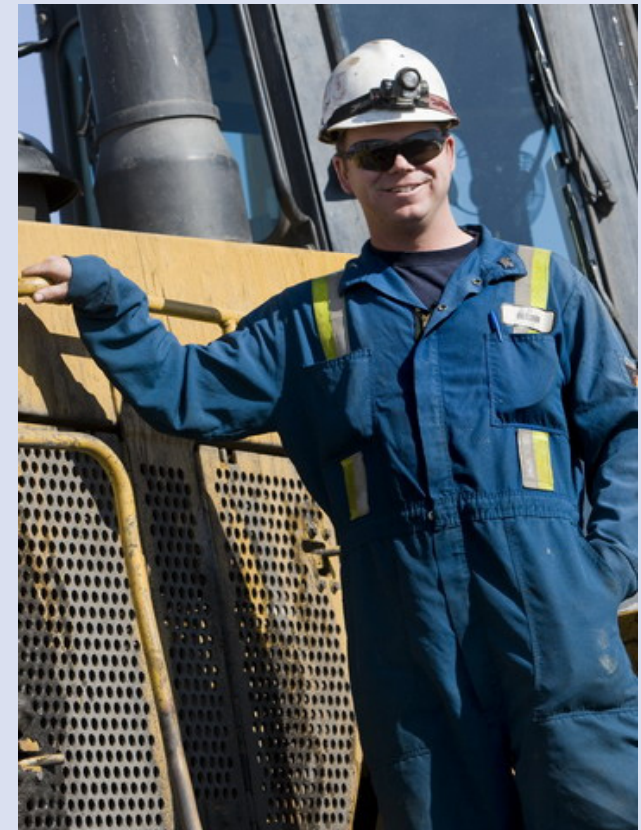
▶ Level 1 Certification

- 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

Accreditation

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



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



Success depends on:

▶ **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