



# CANADIAN MINING CERTIFICATION PROGRAM EMPLOYEE INFORMATION

EARN A PROFESSIONAL CREDENTIAL THAT IS RECOGNIZED BY THE  
MINING INDUSTRY THROUGHOUT CANADA.

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# ABOUT THE CMCP

## CERTIFY YOUR SKILLS. REALIZE YOUR POTENTIAL: THE CANADIAN MINING CERTIFICATION PROGRAM

SKILLS. RECOGNITION. OPPORTUNITY.  
AND THAT'S JUST THE BEGINNING.

That's what the Canadian Mining Certification Program [CMCP] is all about. It recognizes, validates and certifies your skills and knowledge, and in turn provides you with a portable, nationally-recognized credential that maximizes your opportunity for career growth.

If you are a worker who has dedicated many years to the mining industry, certification will validate your experience and skills, and if you're new to our industry, it will help you identify the skills needed to grow your career.

The CMCP is the first – and only – national mining certification program of its kind in Canada, and was developed collaboratively by the Mining Industry Human Resources Council [MiHR] and the Canadian mining industry.

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Watch the CMCP video *Certification in Action* and hear what certified workers are saying about the program and the impact of certification.

# THE VALUE OF CERTIFICATION

## HOW DOES THE CMCP BENEFIT YOU?

- It provides you with recognition for your experience and accomplishments.
- It establishes a national standard across the country for your occupation, providing you with a credential that is recognized throughout Canada.
- It allows you to manage your career by increasing your skills, competencies and knowledge, and in turn, confidence.
- If you're an experienced worker, it provides you with a means to be recognized and acknowledged, in a formal way, for the experience and skills you have gained over many years in the industry.
- It enables you to better set goals and develop your personal career progression plan.

## BE RECOGNIZED FOR YOUR SKILLS AND EXPERIENCE.

*“All of my colleagues are proud. They feel it is the compliment of a lifetime. Your certificate, your passport represents you as a person, a worker, a miner. This program verifies everything you’ve done in your career.”*

Euclide Haché, Mobile Equipment Manager, Xstrata Zinc – Brunswick Mine

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# ELIGIBILITY & AVAILABLE OCCUPATIONS

## WHO CAN PARTICIPATE IN THE CMCP?

All employees of a CMCP-designated employer or site, in positions for which a National Occupational Standard has been established, are eligible to apply for certification.

Currently, standards exist for:

- Minerals Processing Operators
- Surface Miners
- Underground Miners
- Diamond Drillers (both surface and underground)

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# THE PROCESS: APPLICATION, ASSESSMENT, CERTIFICATION

## HOW AND WHEN CAN YOU GET CERTIFIED?

Before you can begin the certification process, your company/site must be CMCP-designated. The CMCP can only be delivered through a company/site who has committed to participate in the program.

There are three steps to certification:

### 1. APPLICATION

If you're interested in becoming certified, your first step is to complete an application, which includes giving consent for a Workplace Assessor\* to access your HR and training files. They will work with you to complete the application.

### 2. ASSESSMENT

Next, you are ready to begin the assessment phase of the process. This is the most important step and the amount of time it may take to complete this process can vary significantly for each candidate, occupation and company/site. First, you will evaluate your own skills and experience relevant to the National Occupational Standard for your occupation - your Workplace Assessor can help with this task. The Workplace Assessor also conducts a comprehensive review and assessment of your training and skills development, while you are performing tasks on the job.

It is important to understand that once you complete your application and begin this stage, you are working toward achieving a professional credential, which certifies you have demonstrated the competencies of a skilled,

qualified worker. In order for this qualification to be credible, the assessment must be thorough. Candidates must be assessed against the tasks outlined in the National Occupational Standard and have completed a minimum number of working hours during this stage in order to qualify for certification (up to 2,000 hours for Level 1, and up to an additional 7,000 hours is required for Level 2, depending on the occupation). For other candidates, the assessments may have identified a gap in training that needs to be addressed in order to qualify for certification. All of these factors contribute to the length of time it will take for your assessment to be completed.

### 3. CERTIFICATION

Once you've met all the requirements, you become certified! You'll receive a skills passport, certificate, lapel pin and wallet card that document and certify your skills and experience. Your record of certification is entered into MiHR's CMCP registry.

\*WORKPLACE ASSESSORS are trained people appointed by your company/site who are experienced and qualified to attest that you have achieved and demonstrated the required skills and tasks outlined in the Record of Assessment for your specific occupation. Assessors evaluate your skills through a variety of ways, including verifying training and employment records, and observing as you perform the required tasks in an operating environment.

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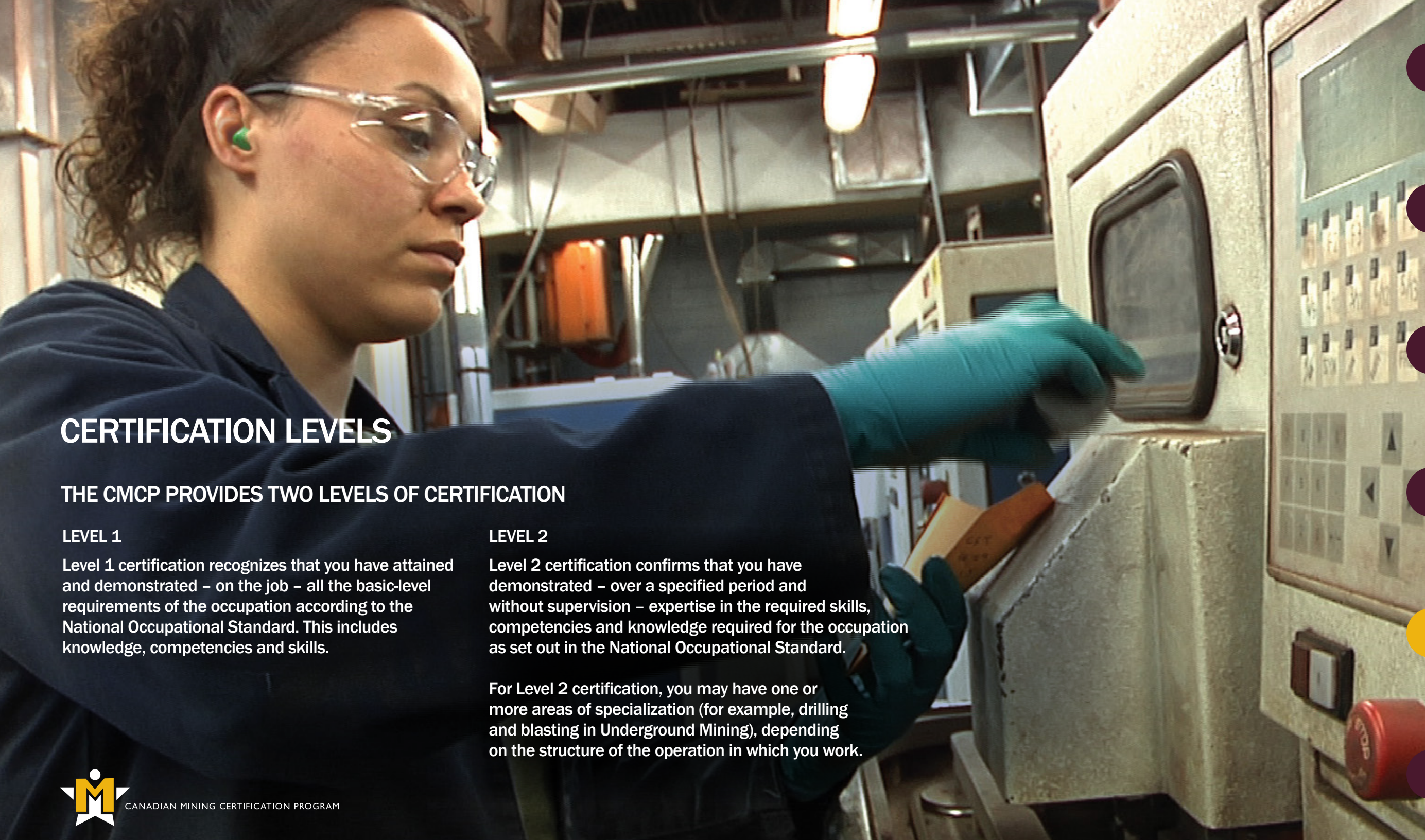
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# CERTIFICATION LEVELS

## THE CMCP PROVIDES TWO LEVELS OF CERTIFICATION

### LEVEL 1

Level 1 certification recognizes that you have attained and demonstrated – on the job – all the basic-level requirements of the occupation according to the National Occupational Standard. This includes knowledge, competencies and skills.

### LEVEL 2

Level 2 certification confirms that you have demonstrated – over a specified period and without supervision – expertise in the required skills, competencies and knowledge required for the occupation as set out in the National Occupational Standard.

For Level 2 certification, you may have one or more areas of specialization (for example, drilling and blasting in Underground Mining), depending on the structure of the operation in which you work.



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# GET IN TOUCH

## YOU WANT TO BE CERTIFIED. NOW WHAT?

If you're interested in certification – or simply want more program information visit [www.miningcertification.ca](http://www.miningcertification.ca) or email [certification@mihr.ca](mailto:certification@mihr.ca).

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