



CANADIAN MINING CERTIFICATION PROGRAM PROGRAM OVERVIEW

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ABOUT THE CMCP

The Canadian Mining Certification Program [CMCP] is a national program designed to recognize and certify the skills and competencies of workers in undesignated occupations in the mining industry, such as Underground Miner, Surface Miner, Minerals Processing Operator and Diamond Driller.

CMCP is critical to ensuring that the future of Canadian mining is sustainable, competitive and successful. The program will be instrumental in helping companies/sites attract, develop and retain their most important asset – employees – as well as making certain they become highly skilled, knowledgeable contributors with rewarding, long-term career opportunities.

The program, which was created collaboratively by the Mining Industry Human Resources Council [MiHR] and members of industry, will benefit employees, employers and Canada's mining industry as a whole.

THE CMCP STRENGTHENS THE FOUNDATION OF THE MINING INDUSTRY IN CANADA

The program is built on the foundation of National Occupational Standards, which are detailed inventories of the skills, competencies and knowledge that workers require to perform specific jobs in the mining industry. Certifying workers to a national standard facilitates recruitment, establishes clear skills requirements and increases worker mobility within Canada's mining industry.

GOVERNANCE

To support the ongoing development and implementation of the CMCP, the following structure is in place:

- **MiHR**
MiHR is an independent, industry-driven, not-for-profit organization that brings together all Canadian mining sector stakeholders to develop and maintain a skilled, productive industry workforce. MiHR promotes industry sustainability and competitiveness through the development and implementation of innovative human resources solutions such as the CMCP.
- **MiHR REGISTRAR**
The Office of the Registrar is responsible for administering the CMCP. It is also responsible for supporting industry in the continued development and implementation of the CMCP.
- **STANDING COMMITTEE ON CERTIFICATION**
This industry-based committee is responsible for the strategic oversight and governance of all aspects of the CMCP and reports to the MiHR Board of Directors.

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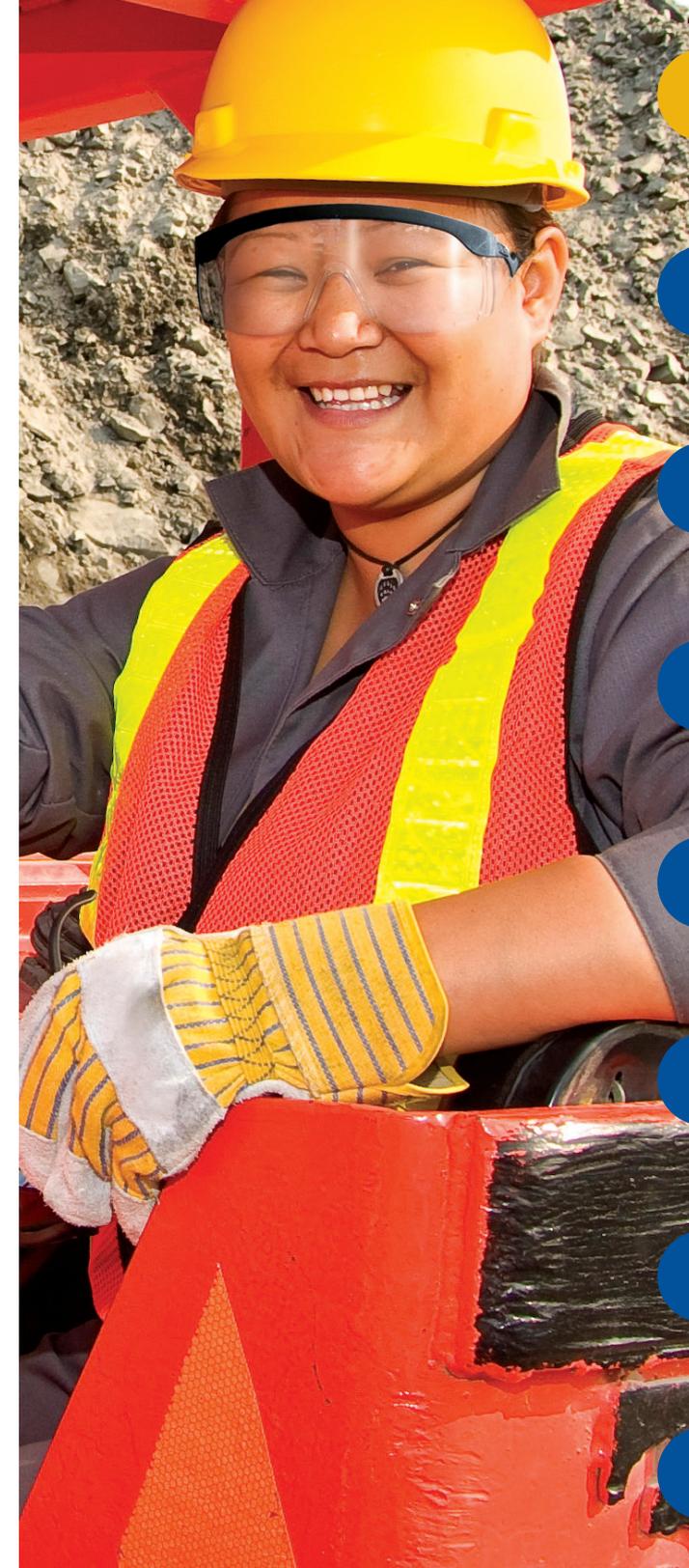
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Watch the CMCP video *Certification in Action* and hear what participating employers, sites and certified workers are saying about the program and its impact.

EMPLOYER BENEFITS

ATTRACTION

- The CMCP will help attract and retain prospective employees across the country, including youth, new Canadians, women and Aboriginal peoples as well as people from other industries, by providing an opportunity for career development.
- For contractors or companies with multiple sites, certification enhances mobility due to the standardization of skills.

RECRUITMENT

- Certification enables companies/sites to better evaluate the skills of job candidates.
- Certification creates better access to the pool of skilled mining workers who have consistently demonstrated that they are able to do their jobs efficiently, confidently and productively.

RETENTION

- Participation in the CMCP demonstrates a corporate commitment to developing a well-trained, safety-minded workforce, which will lead to more positive, loyal relationships between the company and its employees.
- It creates a culture of learning, growth and performance excellence.

TRAINING & SAFETY

- The CMCP provides companies/sites with the tools to compare their existing training programs against national standards and identify gaps, leading to enhanced and refined training initiatives, saving time and money and contributing to safer and more productive workplaces.

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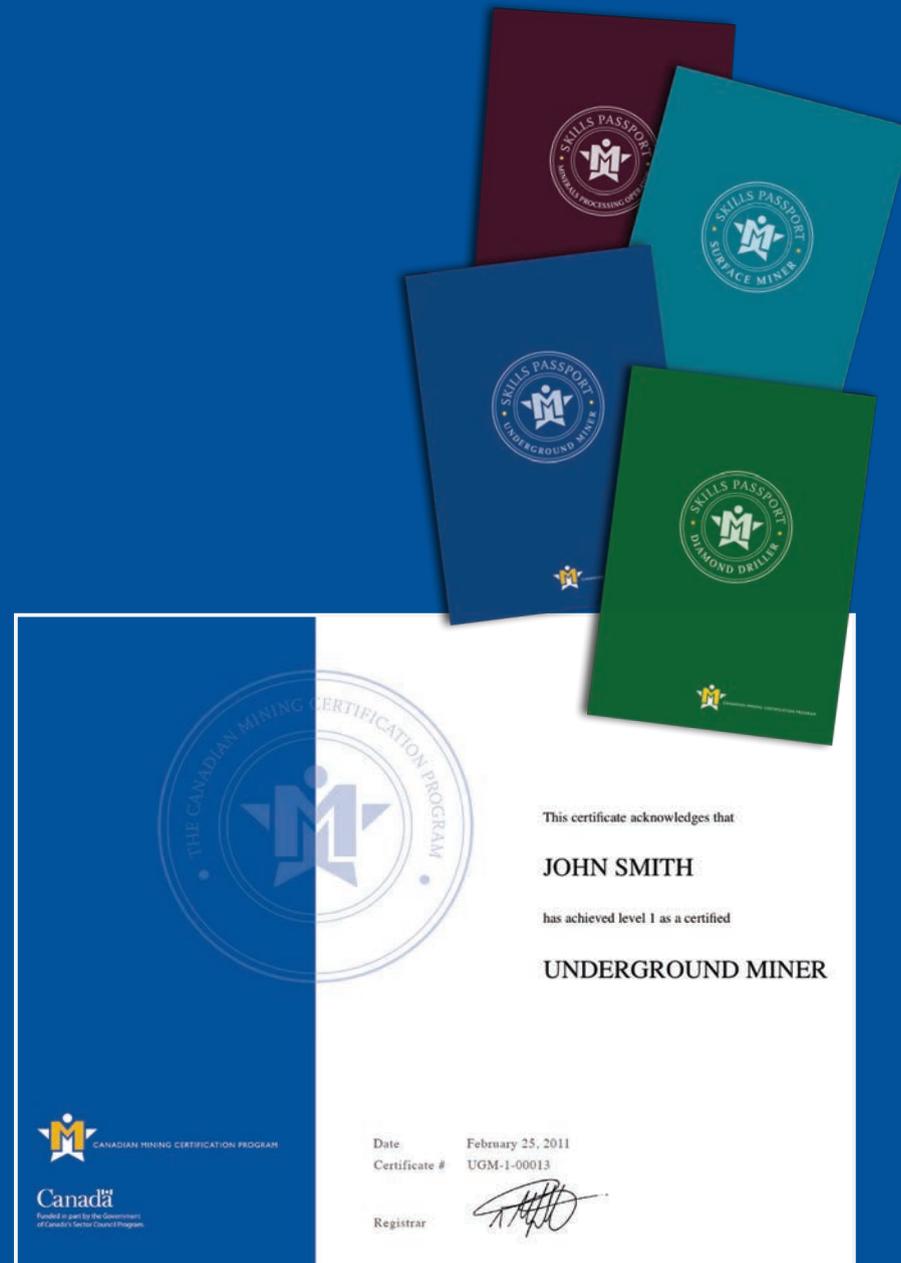
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EMPLOYEE BENEFITS

- Certification provides employees with a professional credential that is recognized throughout the mining industry.
- It allows employees to manage their career by identifying their own training needs, increasing their skills and knowledge, and in turn, enhancing confidence.
- Certification instills a sense of pride and accomplishment.
- The CMCP provides experienced employees with a means to be recognized and acknowledged, in a formal way, for the experience and skills they have gained over many years in the industry.
- It allows employees to set goals and develop their personal career progression plan.
- In the event of a mine closure, certification enables employees to prove their skills and experience, enhancing their employment options - even in other provinces and territories.
- It provides employees with confidence knowing that they, and those around them, have the right knowledge, skills and abilities to perform a job safely and productively.



VALUE FOR CANADA'S MINING SECTOR

- The CMCP represents a commitment to mining excellence and to the future sustainability of the Canadian mining industry as it competes on the world stage.
- Certification will play a key role in helping to mitigate the skills shortage through the attraction and retention of workers. The skills shortage is one of the largest threats to the mining industry's future, brought about by a combination of retirements, growth and challenges in attracting new workers. MiHR estimates the industry will need over 140,000 new workers in the next decade.
- The CMCP establishes standards for currently undesignated occupations.
- Certification will help attract workers to the industry by laying the foundation for a long, successful and recognized career in mining.
- It fosters a culture of continuous improvement.

THE CMCP: HELPING BUILD A SUSTAINABLE AND COMPETITIVE FUTURE FOR CANADIAN MINING

Canada is fortunate in that it has a rich, natural resource endowment, and a proud, resilient industry that has helped mine those resources and lay the foundation for the country. The only way to continue to extract maximum value from that endowment is to have the right people, with the right skills, in the right jobs.

As nearly half of the mining workforce is slated for retirement in the next decade, the CMCP will play a key role in increasing, recognizing, developing and retaining the valuable skills required to support the future competitiveness of our industry.



20%

THE INDUSTRY WILL NEED TO HIRE MORE THAN 140,000 WORKERS BY 2024

80%

20% BECAUSE OF ECONOMIC CONDITIONS
80% AS REPLACEMENTS

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NATIONAL OCCUPATIONAL STANDARDS (NOS)

NATIONAL OCCUPATIONAL STANDARDS = SKILLS INVENTORY

The foundation of the CMCP, National Occupational Standards (NOS) provide a detailed inventory of the skills, knowledge and competencies required to perform specific jobs safely and productively in the mining industry. They are tools widely used by employers, trainers and job seekers.

Without NOS, it becomes difficult for industry to articulate the skills required to fulfil the myriad of vacant positions, and subsequently, it becomes a challenge for educational institutions to develop effective programs to teach people how to perform these jobs and to meet the needs of industry.

NOS provide industry-defined criteria that illustrate exactly what is needed to perform these jobs safely and productively. This allows employers to develop tools to help define what the training programs need to look like by helping existing job incumbents to describe the tasks and skills they use every day.

Standards are developed through extensive consultation with industry; they are also validated, reviewed, and updated on an ongoing basis by a committee of industry representatives specializing in each occupational area to ensure they remain robust and current.

INDUSTRY APPLICATIONS

NOS are used as a benchmark to assess a worker's skills and knowledge and ultimately, to determine if s/he qualifies for certification through the CMCP, but these documents have other applications that also make them a valuable tool for trainers to:

- Develop curriculum and train to the national standard
- Conduct a skills gap analysis and targeted training for new hires
- Facilitate knowledge transfer
- Evaluate the credentials of potential hires with qualifications and experience outside of Canada

THE RIGHT PEOPLE WITH THE RIGHT SKILLS IN THE RIGHT JOBS.

National Occupational Standards:

- Are defined by experienced job incumbents and validated by Canadian mining employers
- Identify expertise and abilities workers require to perform specific jobs in the mining industry
- Capture skills and knowledge which relate to all types of mining technology — new and old, making them relevant for any mining workplace across Canada

By establishing these clear, objective benchmarks, the National Occupational Standards provide the basis for a collaborative, industry-driven approach to facilitate recruitment, establish clear educational requirements and increase retention within Canada's mining industry.

REQUEST **NOS** NATIONAL OCCUPATIONAL STANDARDS

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AVAILABLE OCCUPATIONS & NEW NOS

To date, under the guidance of industry development committees, MiHR has developed four National Occupational Standards:

- Underground Miner
- Surface Miner
- Minerals Processing Operator
- Diamond Driller

NEW NOS IN DEVELOPMENT

MiHR is currently exploring industry demand for the development of new National Occupational Standards. Existing Standards will also be reviewed and updated to ensure they remain relevant and current and continue to meet the needs of industry.



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HOW THE CMCP WORKS

The CMCP certifies workers at two levels:

LEVEL 1

Level 1 certification confirms that a worker has the fundamental skills, competencies and knowledge required for the specified occupation and has completed all of the basic training and orientation programs. It also confirms that the individual has completed a minimum number of hours on the job, where they have been able to practise and demonstrate their ability to apply their knowledge and skills in the work environment. This includes:

- Safety practices and procedures
- Communications protocol and devices
- Identification and operation of specific tools and equipment

LEVEL 2

Level 2 certification confirms that the worker has the skills, competencies and knowledge required to perform a specific job efficiently, without supervision. Individuals with Level 2 certification may have one or more areas of specialization (for example, drilling and blasting in Underground Mining), depending on the structure of the operation at which they work.

The specific requirements and prerequisites to certify at Level 1 and Level 2 in a particular occupation are detailed in the Record of Assessment for the relevant occupation. (The Record of Assessment contains the same information as the National Occupational Standard but is formatted to facilitate recording of information by the Workplace Assessor. This tool is provided to Workplace Assessors following the completion of MiHR Workplace Assessor Training).

THE WORKPLACE ASSESSMENT

The Workplace Assessment determines if a candidate meets the requirements for certification. There are two basic methods of conducting assessments, one geared to experienced employees, and the other targeted at new, or inexperienced employees.

1. Experienced employees undergo a Prior Learning Assessment.
 - Verification of the employee's training and employment records
 - Verification of the self-assessment checklist by the employee
 - Validation of skills and competencies with the employee's supervisor
2. New or inexperienced employees must demonstrate the required skills.
 - Demonstrate specific knowledge, skills and competencies in the workplace

A combination of these two assessment techniques can be used for experienced workers to fill gaps in the Prior Learning Assessment process or for new workers who have limited experience.

Of course, there will be employees who have some experience but are still developing additional competencies and they will undergo both types of assessment. As certified employees continue to develop additional skills and competencies, they can request a reassessment by the WPA and then have their skills passport updated by MiHR.

The Workplace Assessment is conducted by a qualified Workplace Assessor (WPA). WPAs are nominated by their employer and trained by MiHR to assess that an employee has achieved and/or demonstrated the required skills and competencies. MiHR-qualified WPAs only conduct workplace assessments for occupations in which they are considered to be proficient.

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GET IN TOUCH

For more information about the CMCP, or to request a copy of an available National Occupational Standard, please visit www.miningcertification.ca or email certification@mihr.ca.

SKILLS • RECOGNITION • OPPORTUNITY

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