



CERTIFICATION PROGRAM

CANADIAN MINING CERTIFICATION PROGRAM WORKPLACE ASSESSOR INFORMATION

BE PART OF STRENGTHENING THE FUTURE SUSTAINABILITY
AND COMPETITIVENESS OF THE MINING INDUSTRY IN CANADA

About the CMCP

What is a Workplace
Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started





ABOUT THE CMCP

The Canadian Mining Certification Program [CMCP] is a valuable recognition, attraction and retention tool for the industry in Canada. While all workers in the mining industry across the country play a key role in nurturing its development, Workplace Assessors [WPAs] are critical to its success.

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.

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started

WHAT IS A WORKPLACE ASSESSOR?

WPAs are responsible for ensuring that the quality and standards of the program are upheld. They determine if a worker has demonstrated the required knowledge and skills to be considered proficient in a specified occupation, and they submit the candidate's Record of Assessment, enabling them to become certified in their occupation.

Just as importantly, WPAs are ambassadors. They will be counted on to promote the program, championing its benefits to all audiences.

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started



BENEFITS & VALUE

WHY BECOME A WORKPLACE ASSESSOR?

- To make a difference to the employees at your company/site: you will help experienced employees get certified and recognized for their years of dedicated service, and you will mentor younger employees by helping them map out their careers and improve their skills.
- To share your years of industry experience, ensuring a continuation and consistency of knowledge transfer within your organization.
- To have your skills and competencies recognized, in addition to your years of experience, by getting nominated to become a Workplace Assessor. It will also increase your visibility and profile within your company/site.
- To further develop your own skills and knowledge. Through MiHR Workplace Assessor Training and by conducting assessments, your knowledge of all aspects of the business will be elevated.
- To receive official MiHR Workplace Assessor qualification and become a member of a national network/community of WPAs across Canada.
- To be part of a valuable program that will help strengthen the future sustainability and competitiveness of the mining industry in Canada.
- To help your company/site, which is implementing the CMCP, harmonize its training and improve the mobility of its workforce.

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started

RESPONSIBILITIES

WHAT ARE THE RESPONSIBILITIES OF A WORKPLACE ASSESSOR?

The role of the Workplace Assessor is a critical job that involves your time, commitment and dedication. But, it's an undertaking that will benefit your career development, your colleagues, your company/site and Canada's mining industry as a whole.

While there are many aspects to the role, the core responsibility of a Workplace Assessor is to ensure that a candidate has met the requirements for certification. First, this includes helping candidates complete a Self Assessment and compile the evidence needed to document that they are competent to perform the required tasks. The next step is for the WPA to observe candidates performing the required tasks and/or demonstrating the knowledge and skills described in the relevant National Occupational Standard and Certification Scheme. WPAs only perform assessments for those occupations in which they are proficient.

Following the demonstration of skills, the WPA then records the information in the Record of Assessment for the relevant occupation. This document is part of the candidate's overall package that is forwarded to the MiHR Registrar for evaluation and approval.

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started

HOW DOES IT WORK?

The process begins with training. Once nominated by your employer, WPA Training is provided by MiHR. Training can take place on-site, in a tailored, site-specific format, or off-site, in a workshop format, with Workplace Assessors from other participating companies/sites. MiHR will work with the Implementation Team to determine the appropriate format. During the training, you will be provided with examples to follow and tools to use in your role. You'll also review, in-depth, the National Occupational Standard for the occupation you'll be assessing, in addition to case studies, success stories and more. You will have the opportunity to complete mock assessments during training, which will allow you to apply what you have learned in a practical setting. Throughout the session, MiHR will answer any questions you may have.

After your training, you will meet with your company or site's CMCP Implementation Team, and will be provided with a list of interested employees. You will meet with each candidate, and begin to help them compile their training records and complete a Self-Assessment. You'll also observe them on the job as they perform specific tasks, and, based on both of these inputs, assess them against the National Occupational Standard for their role.

The results of your assessment (the Record of Assessment) will be forwarded to the Registrar and qualified employees will receive their certification.



About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started



BECOME A WPA

YOU WANT TO BECOME A WORKPLACE ASSESSOR. NOW WHAT?

If you're interested in playing a key role in the CMCP and in strengthening the future sustainability and competitiveness of the mining industry in Canada, here are the steps you'll need to follow to become a Workplace Assessor:

1. Review the eligibility criteria to ensure you're comfortable with the role's requirements (this information is provided in the Workplace Assessor Guidelines and Standard document which is available from a member of the Implementation Team, or by emailing certification@mihr.ca).
2. Become nominated by your employer.
3. Accept the nomination and complete the nomination form.
 - Your name will be entered into the WPA registry and you'll be assigned an identification number
4. Complete MiHR's WPA Training which:
 - Provides an overview of MiHR
 - Gives you an overview of the CMCP
 - Details the CMCP process
 - Details the NOS for the occupation(s) you will be assessing
 - Prepares you for your role in the certification process
 - Guides you through mock assessments to help you understand the process
5. Complete a minimum of four individual workplace assessments to the satisfaction of the MiHR Registrar.

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started

GET STARTED

Once you've completed these five steps, congratulations, you'll become a MiHR-qualified WPA!

For more information, see a member of your company/site's Implementation Team, visit www.miningcertification.ca or email certification@mihr.ca.

SKILLS • RECOGNITION • OPPORTUNITY

About the CMCP

What is a Workplace Assessor?

Benefits & Value

Responsibilities

How Does it Work?

Become a WPA

Get Started