



Canadian Mining Credentials Program

Defining the Work We Do

June 2008



MINING INDUSTRY
HUMAN RESOURCES COUNCIL

CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIERE

OVERVIEW OF PRESENTATION

- The Mining Industry Human Resources Council
- HR Challenges for the Mining Industry
- Current Programs
- Canadian Mining Credentials Program
- Linkage to Provincial training and apprenticeship



Mining Industry Human Resources Council

- National Mining Sector Council
 - governed by an 18-person Board of Directors
 - rely on over 100 industry volunteers
- The “Go to Resource” for HR programs, products and services



WHAT WE DO

- Identify national HR challenges for the mining industry
- Create national solutions through collaboration, partnerships and synergy
- A national-level coordinator for joint activities of pan-Canadian importance



PARTNERS

- Mining industry employers
- National and provincial mining associations
- National organized labour groups
- Federal, provincial and territorial Governments
- Post-secondary education and technical institutions
- Aboriginal and other interest groups



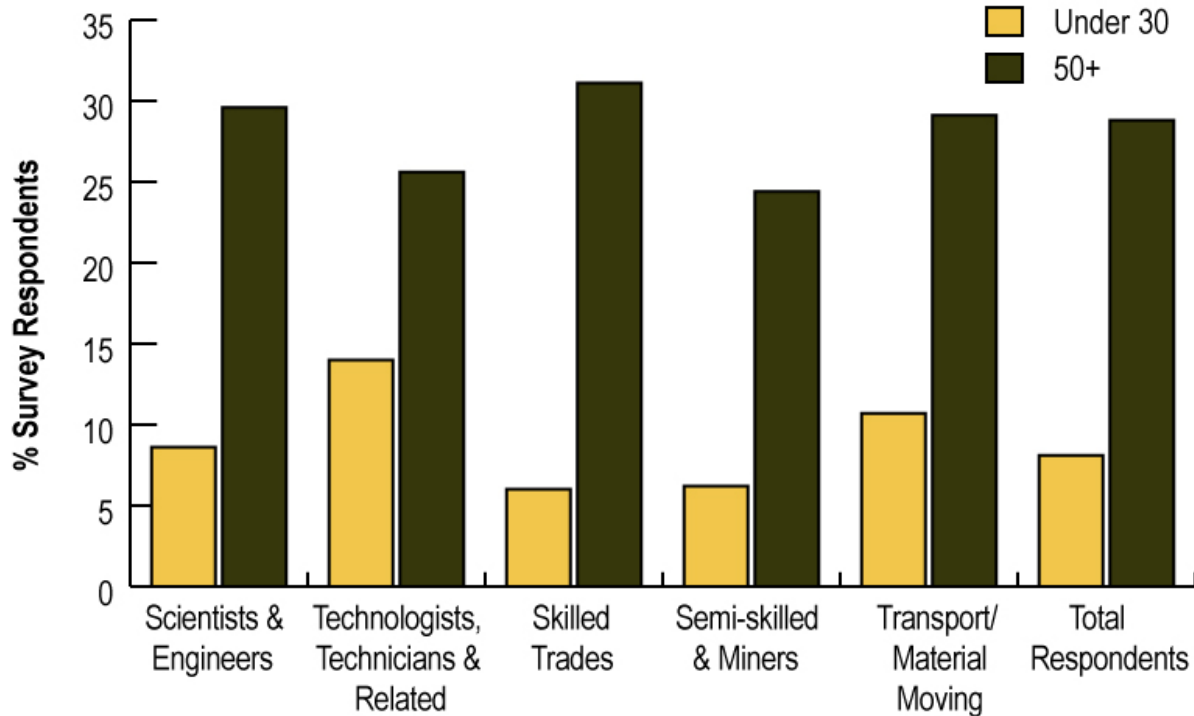
HR CHALLENGES

- An aging workforce
- Recruitment and retention
- Supply and demand



AN AGING WORKFORCE

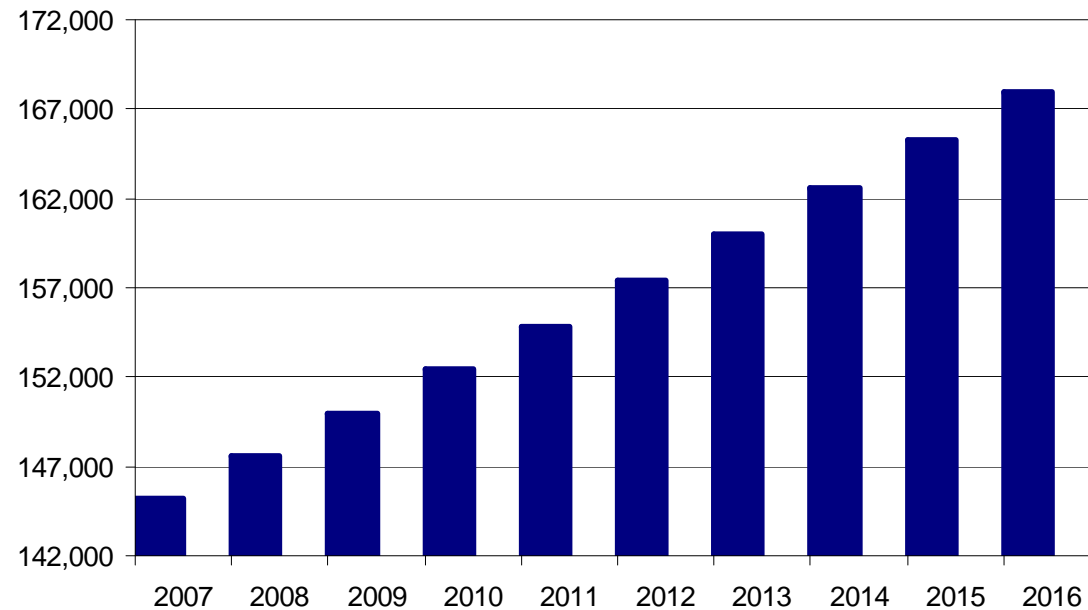
Age of Employees by Occupational Group (2005)



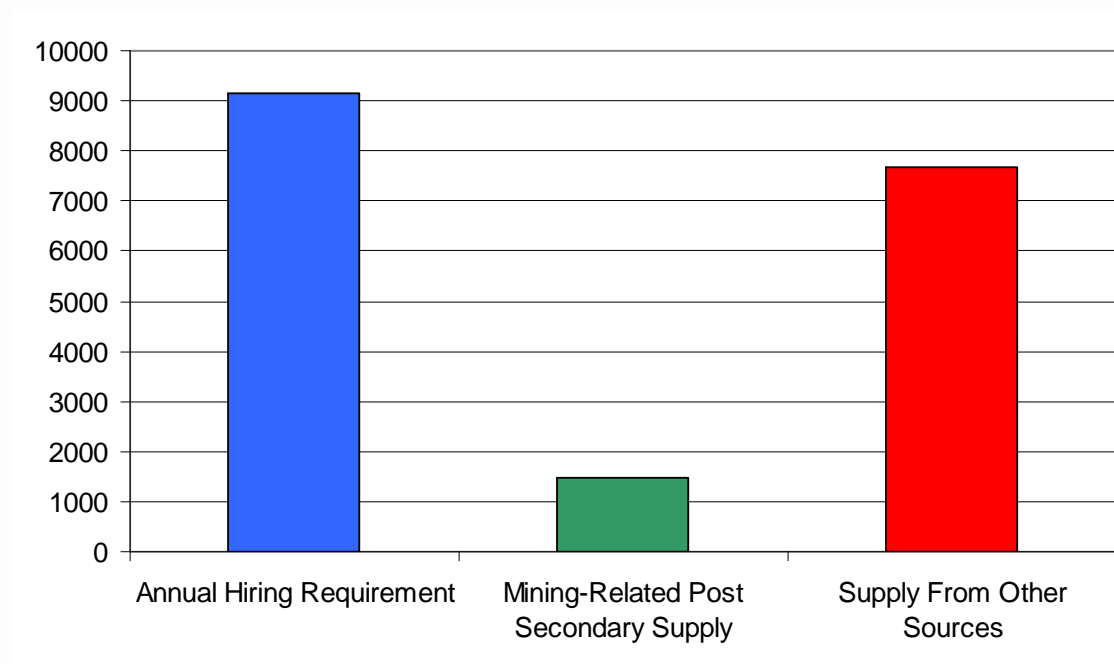
Source: *Prospecting the Future Employee Survey* (n=694)



FORECASTED TOTAL EMPLOYMENT IN MINING AND MINING SUPPORT SERVICES



AVERAGE ANNUAL SUPPLY AND DEMAND 2007-2016



SUPPLY AND DEMAND

- Anticipated demand for 92,000 new workers
- Critical shortage of:
 - Physical Scientists
 - Engineers
 - Technicians and Technologists
 - Skilled Trades
 - Miners
 - Support Staff



CURRENT PROJECTS

- Mining Attraction, Recruitment & Retention Strategy (MARS)
- Mining Industry Workforce Information Network (MIWIN)
- From Forestry to Mining (FF2M)
- Canadian Mining Credentials Program (CMCP)



MINING ATTRACTION, RECRUITMENT & RETENTION STRATEGY (MARS)

- Research into under-represented Groups
- Develop speaker's bureau with supporting material
- Roll out mining content in provincial curriculum
- Develop and disseminate career promotional material
- Develop and implement mining mentoring program
- Produce knowledge capture and career path videos
- Enhance www.acareerinmining.ca
- Conduct mining career promotional campaign



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MINING INDUSTRY WORKFORCE INFORMATION NETWORK (MIWIN)

- Labour market intelligence system for the Canadian mining industry
- Identifies current HR challenges
- Helps industry anticipate and plan for ebb and flow of the mining sector
- Provides a profile of workforce by region, operation type and occupation



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FROM FORESTRY TO MINING (FF2M) - LABOUR MARKET TRANSITION

- 2 year Project: 2008-2010
- Conduct at least two FF2M Pilots
- Research will document successful transition strategies
- Industry Transition Resource Kits



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CANADIAN MINING CREDENTIALS PROGRAM (CMCP)

“DEFINING THE WORK WE DO”

- Develop National Occupational Standards (NOS)
- Build a National Worker Certification Program
- Create a Framework to Accredite Training Programs



WHY DEVELOP CREDENTIALS PROGRAM?

- Pan-Canadian recognition of mining occupations - mobility
- Framework to evaluate job applicants
- Changing skill requirements
- Training consistency

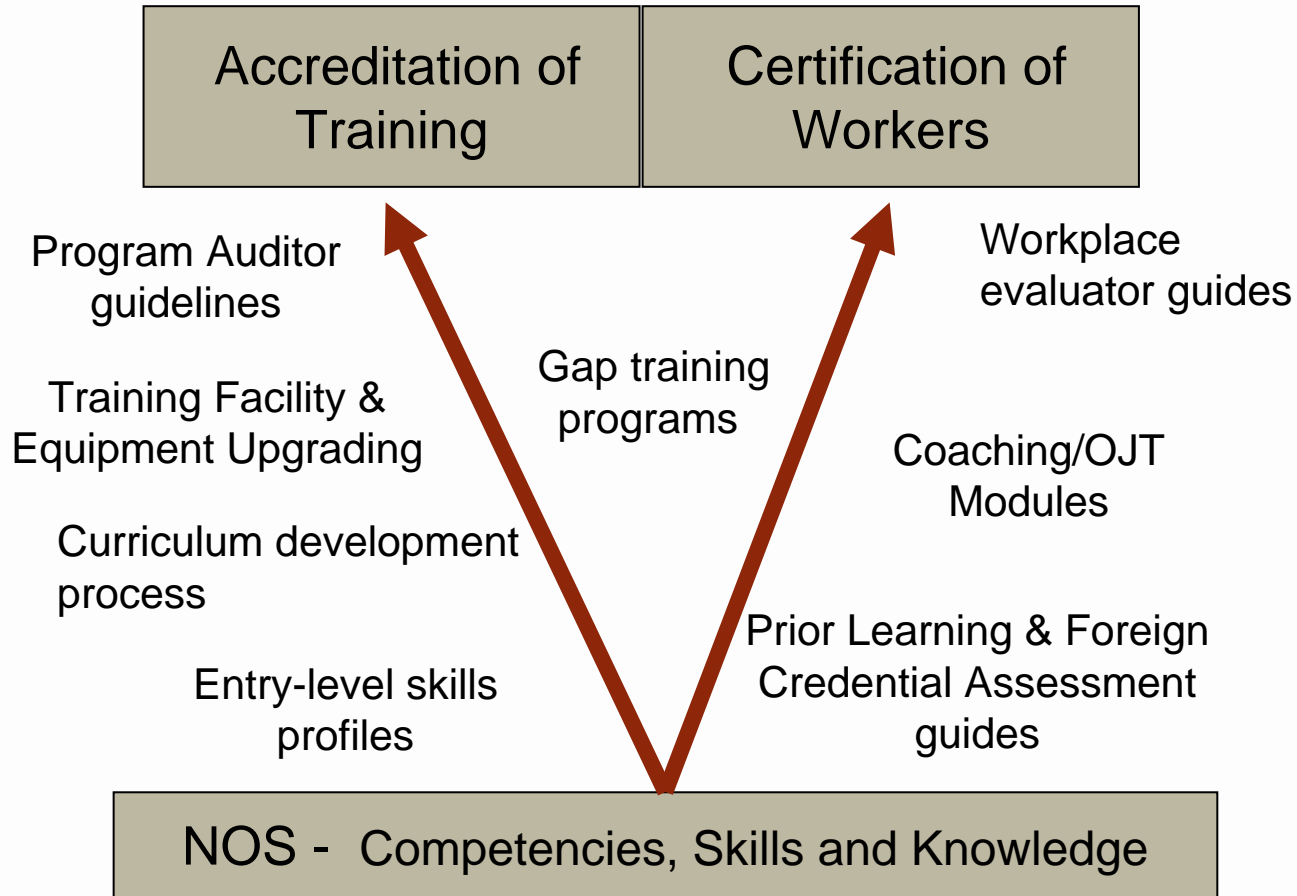


WHAT'S IN IT FOR ...

- Workers
- Employers
- Trainers and Educators
- Industry as a whole



NATIONAL MINING CREDENTIALS PROGRAM

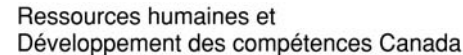


STANDARDS DEVELOPMENT PROCESS

- Wide ranging consultation and participatory approach
- Standards developed by current job incumbents and trainers with extensive job experience
- Extensive review process – both focus group discussions and on-line validation



STEERING COMMITTEE – BY INDUSTRY, FOR INDUSTRY



LINKAGE TO APPRENTICESHIP AND RED SEAL PROGRAM

- NOS Development process mirrors the process used by Apprenticeship authorities
 - Industry-led
 - Validation process
 - Supports mobility
- National Certification will be voluntary
- Potential for Canadian Credentials and provincial/territorial apprenticeship systems to recognize each other (dual credential?)



ONTARIO

- Apprenticeship Training system already has modular training for Underground, Surface and Minerals Processing (known as the Common Core)
- Next Steps
 - Develop equivalency matrices to compare the competencies under Ontario Common Core and the NOS
 - Initiate discussions about potential mutual recognition of Common Core and national certification system



QUEBEC

- CSMO-Mines in Quebec has decided to use the Canadian NOS for Underground Miner as a basis to build their apprenticeship program under Emploi Quebec
- Next steps:
 - Quebec validation of Canadian NOS
 - Development of logbook
 - Curriculum and other requirements to be developed
- Employer tax credits



NORTHWEST TERRITORIES

- NWT is currently certifying workers as Minerals Processing Operators
- Summer 2007 – approved application to designate Underground and Surface Miner
- Will use the NOS as the basis for their Apprenticeship programs in Underground and Surface Miner
- Next steps:
 - Developing curriculum, registration requirements and certification model



NEW BRUNSWICK

- Considering options for recognizing skills, knowledge and experience of workers from a mine that is closing
- CMCP has the potential to support this by providing a portable and nationally recognized credential





THANK YOU

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