



# Mining Sector Training Programs

Building an inclusive, skilled and sustainable Canadian mining workforce

## Pre-Employment & Work Readiness Training



### Mining Essentials

*Engaging Indigenous peoples in mining*

- Module 1:** Doing What is Right for You
- Module 2:** Doing What is Right for Others
- Module 3:** The Circle of Change
- Module 4:** Caring about Productivity
- Module 5:** Safety First, Safety Always
- Module 6:** The Circle of Communication
- Module 7:** It's all about Numbers
- Module 8:** Managing Information
- Module 9:** Thinking Skills
- Module 10:** Working with Others
- Module 11:** Career Awareness and Continuous Learning



### Mining Potential

*Engaging youth, women and newcomers in mining*

- Module 1:** Doing What is Right for You
- Module 2:** Doing What is Right for Others
- Module 3:** The Circle of Change
- Module 4:** Caring about Productivity
- Module 5:** Safety First, Safety Always
- Module 6:** The Circle of Communication
- Module 7:** It's all about Numbers
- Module 8:** Managing Information
- Module 9:** Thinking Skills
- Module 10:** Working with Others
- Module 11:** Career Awareness and Continuous Learning

## Inclusion & Diversity Training



### Gender Equity in Mining Works (GEM Works)

*Enhancing awareness of gender diversity in mining*

- Module 1:** The Importance of Gender Equity in Mining
- Module 2:** Exploring Common Systemic Barriers
- Module 3:** Using the GEM Worksheet
- Module 4:** Building Organizational Support and Momentum

\*GEM Works eLearning modules are pre-approved for 0.5 (Module 1) and two (Modules 1-4) Human Resources Professionals Association continuing professional development hours.



### Intercultural Awareness Training

*Promoting intercultural competencies to attract a more diverse workforce*

- Module 1:** The Importance of Intercultural Awareness in the Workplace
- Module 2:** Understanding and Building Intercultural Competencies
- Module 3:** Culturally-Competent Attraction, Recruitment and Onboarding Practices
- Module 4:** Culturally-Competent Engagement and Retention Practices
- Module 5:** Building a Culturally-Competent Workplace

\*The complete Intercultural Awareness Leadership Training package (Modules 1-5) is pre-approved for one Human Resources Professionals Association continuing professional development hour.



### Indigenous Awareness Training

*Enhancing awareness of and relationships with Indigenous peoples in mining*

- Section 1:** Current Understanding / Principles of Reconciliation
- Section 2:** Indigenous Peoples in Canada
- Section 3:** Pre-contact Indigenous History
- Section 4:** Early Contact and Agreements
- Section 5:** Laws and Treaties
- Section 6:** Assimilation and the Legacy of Trauma
- Section 7:** Key Milestones for Reconciliation
- Section 8:** Indigenous Peoples and Mining

## Foundational & Occupation Specific Training



### Common Competency

- Module 1:** Policies and Legislation
- Module 2:** Work Safely
- Module 3:** Signs, Barricades, Traffic, Plans and Drawings
- Module 4:** Fire Safety
- Module 5:** Emergency Situations
- Module 6:** Energy Sources
- Module 7:** Working at Heights
- Module 8:** Communicate
- Module 9:** Be Professional
- Module 10:** Equipment Knowledge
- Module 13:** Protect the Environment



### Diamond Driller

- Module 11:** Operation Heavy Equipment
- Module 12:** Operation Support Equipment
- Module 14:** Use Hand and Power Tools
- Module 15:** Working Underground
- Module 16:** Scale Loose Rock
- Module 17:** Perform General Services
- Module 20:** Install Staging
- Module 21:** Conduct Lifting Operations
- Module 22:** Surface Site Set-UP
- Module 23:** Perform Drilling Operations
- Module 25:** Operate Processing Equipment



### Industry Trainer

- Module 1:** Create training plans
- Module 2:** Design training packages
- Module 3:** Deliver theory training
- Module 4:** Facilitate on-the-job practical training
- Module 5:** Maintain training records
- Module 6:** Train coaches or mentors
- Module 7:** Trainer development
- Module 8:** Competency-based assessment and evaluation
- Module 9:** Manage training logistics
- Module 10:** Managing Training Logistics



### Workplace Assessor

- Module 1:** Knowledge of National Occupational Standards
- Module 2:** Ability to Complete a Skills Assessment
- Module 3:** Communications
- Module 4:** Policies and Legislation
- Module 5:** Knowledge and Understanding of Prior Learning Assessment and Recognition (PLAR)
- Module 6:** Champion of the Canadian Mining Certification Program (CMCP)

Learn more at [MiHR.ca](http://MiHR.ca)