

NEW MINER TRAINING PROGRAM





For over two decades, in collaboration with mine owners and Indigenous community partners, Cementation has been training people from these communities for careers in mining.

Our industry recognized New Miner Training Program provides trainees from First Nation, Métis and Inuit communities with the opportunity to acquire the knowledge and skills to be meaningfully employed in the mining industry. Through a combination of classroom and hands-on instruction, graduates of the program are transitioned into the workforce in entry-level positions and have the potential to achieve career progression with skills training and experience.

The skills and knowledge learned through this program are transferable to employment opportunities within the mining and other resource-focused industries.

BUILDING CAPACITY

NEW MINER TRAINING PROGRAM

Cementation's New Miner Training Program (NMTTP) was created to train local Indigenous community members in hard rock mining knowledge, skills and techniques. Participants are identified through a joint selection process co-led by the partnering community. Each candidate also completes pre-employment testing as a part of their trainee hiring process. The minimum one-year training is divided into three phases – theory, practical and job placement -- and trainees earn a wage for the duration of the training period. Once engaged in job placement at an entry level position, trainees' wages are reviewed and adjusted as they develop their skills and move into other roles and positions.

CLASSROOM TRAINING (THEORY)

Location: Local community, whenever possible

Schedule: Monday – Friday

Duration: 3-weeks or until the class reaches the success benchmark

During the theoretical component, trainees work through 13 modules customized to their local jurisdiction. The trainer ensures that absolutely all trainees fully understand the material covered in each module before moving to the next. Classroom learning is designed to provide a foundation of necessary knowledge and understanding to learn the tasks needed to achieve safe and efficient production in an underground mine environment. Trainees are assessed through a combination of oral and written evaluations.

UNDERGROUND AWARENESS, INITIAL ACCREDITATION & INITIAL JOB SKILLS (PRACTICAL)

Location: Project/Mine Site

Schedule: Monday – Friday

Duration: 3-weeks or until the class reaches the success benchmark

This session provides trainees with the required preliminary training and accreditation to work in underground environments. This hands-on training component takes place in both the classroom and underground environment. The program is based on the Province of Ontario's Common Core Mining Modular Programs – Underground Hard Rock Miner Program #770010 and includes additional instruction on specific job skills required for the entry-level positions being assumed.

ENTRY-LEVEL POSITION & SKILL SET TRAINING (JOB PLACEMENT)

Location: Project/Mine Site

Schedule: As per the specific project work schedule

Duration: Project duration

Over a 12-month period, trainees will develop their skill sets with the careful guidance of a Skills Trainer and experienced miners, putting theory into advanced practice within an entry-level position. As trainees develop proficiencies, they have the opportunity to move into higher level job classifications. These include:

- Truck operations – haulage, LHD or scoop tram
- Service and support miners
- Face miners in an active development heading

While each trainee is different, the average candidate successfully progresses into development heading crews in about 12 months. Trainees are regularly evaluated throughout the program.

BENEFITS AND LEARNING OUTCOMES OF CEMENTATION'S NEW MINER TRAINING PROGRAM

- Communicates a better understanding of mining as a career
- Develops knowledge and skills beneficial to entry-level positions on mining projects
- Instills Cementation's safety culture and safe work practices
- Supports Indigenous communities in building capacity and generating economic development
- Strengthens relationships with the community members and businesses



New Miner Training Brochure MAR 2024 V4.0

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