

NEW MINER TRAINING PROGRAM





BUILDING CAREERS

For more than a decade Cementation, in collaboration with mine owners and Indigenous governments, has trained local citizens for careers in mining.

Our New Miner Training Program provides trainees with an understanding of mining and develops the necessary skills needed for employment in the industry. Through a combination of classroom and hands-on instruction, graduating trainees are offered employment at an entry-level position.

The skills learned through this program are transferable to employment opportunities in many mining positions as well as other industries. This in turn provides additional capacity for the community.



CLASSROOM TRAINING SESSION (THEORY)

Location – In the local community whenever possible

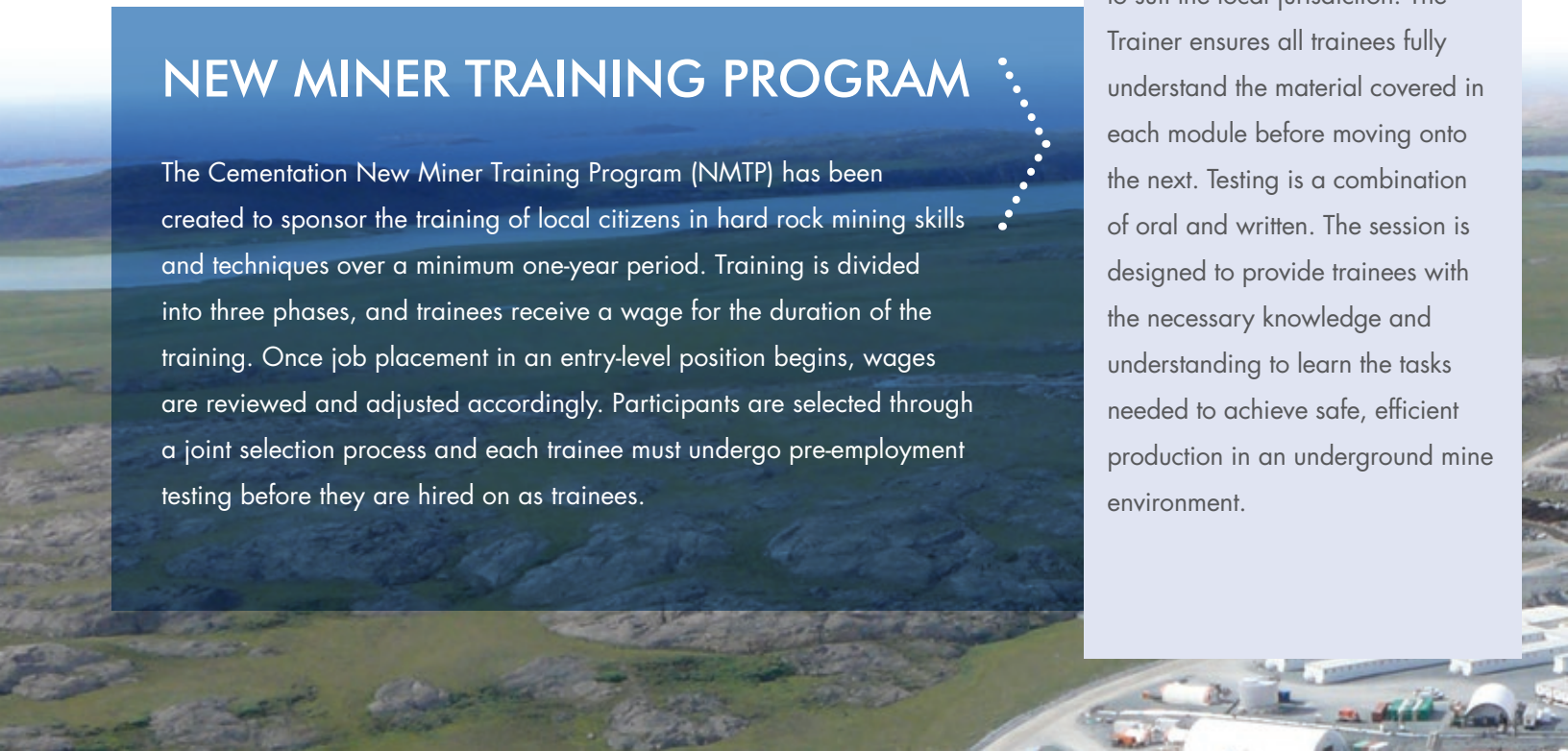
Schedule – Monday - Friday

Duration – 3 weeks

Classroom training consists of 13 modules and is customized to suit the local jurisdiction. The Trainer ensures all trainees fully understand the material covered in each module before moving onto the next. Testing is a combination of oral and written. The session is designed to provide trainees with the necessary knowledge and understanding to learn the tasks needed to achieve safe, efficient production in an underground mine environment.

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The Cementation New Miner Training Program (NMTP) has been created to sponsor the training of local citizens in hard rock mining skills and techniques over a minimum one-year period. Training is divided into three phases, and trainees receive a wage for the duration of the training. Once job placement in an entry-level position begins, wages are reviewed and adjusted accordingly. Participants are selected through a joint selection process and each trainee must undergo pre-employment testing before they are hired on as trainees.



BENEFITS OF THE NEW MINER TRAINING PROGRAM

- Communicates a better understanding of mining as a career
- Develops knowledge and skills beneficial for entry-level positions on mining projects
- Enhances safety awareness and safe working practices
- Supports Indigenous governments in building capacity
- Strengthens relationships with the local citizens and the mining community



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

Location – Project/Mine Site

Schedule – Monday - Friday

Duration – 3 weeks

The Underground Awareness and Initial Accreditation session gives trainees the required preliminary training and accreditation to work in an underground environment. This training is very practical, hands-on and takes place in both the classroom and underground environment. The program is based on the province of Ontario's Mining Modular Programs – Underground Hard Rock Miner Program #770010, and includes additional instruction in specific job skills required for the entry-level positions being assumed.

JOB PLACEMENT – ENTRY-LEVEL POSITION (AND FURTHER SKILL SET TRAINING FOR ADVANCEMENT INTO OTHER ROLES)

Location – Project/Mine Site

Schedule – Trainees will be required to work the shift schedule and hours that are specific for the project/mine where they will be placed.

Duration – 12 months

The intent over the next 12 months is to develop trainees' skills set under the guidance of a Skills Trainer and experienced miners so they become more proficient in the skills they learned in the first part of the program. Upon successful completion of the theory and practical sessions, trainees are assigned entry-level job postings at a project/mine site. As trainees begin to develop their skills and understanding, they move into other job classifications beyond the entry-level position.

These include;

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

Each trainee is different, however we have typically found it takes at least twelve months to develop miner trainees as part of a development heading crew.

Evaluations are carried out on an ongoing basis throughout the program.



For more information on Cementation's New Miner Training Program, please contact:

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