



MINING

FOREIGN CREDENTIALS REFERRAL OFFICE



WELCOME

The Mining Industry Human Resources Council (MiHR) is the sector council for the Canadian minerals and metals industry. We are the recognized leader in the development and implementation of national human resources solutions, and we contribute to the strength, competitiveness and sustainability of the Canadian mining sector.

Our website (www.mih.ca) has a multitude of information that will help you navigate and succeed in the Canadian mining industry.



Canada's Mining Industry

There are approximately 800 mining operations in Canada, producing more than 60 minerals and metals. The industry contributes nearly 5% of the country's Gross Domestic Product and accounts for 19% of Canada's total exports.

Mining products provide many essential consumer goods and much of the infrastructure that Canadians rely on daily—highways, electrical and communications networks and housing, to name a few. Sophisticated equipment and leading-edge technology contribute to the efficiency and safety of Canadian mining operations.

Mining Labour Market

The average age of the mining work force is over 45 years compared to the national average of 41. In addition, the proportion of the work force over 50 is two to five times greater than that under 30.

As these workers retire, new employees will be needed to take their place. Current estimates indicate that the mining industry will need thousands of additional workers in the coming decade and beyond.

Before You Come to Canada

There are many important things you can do to improve your chances of success before you come to Canada.

The Foreign Credentials Referral Office (www.credentials.gc.ca) is an organization of the Government of Canada that provides resources such as the *Planning to Work in Canada?* workbook. Use these resources to collect important career information and to develop your job search plan.

Language is a key factor for career success in Canada. You will need to prove your language skills in English or French. This may require that you be tested. If you need to improve your language skills, start before you come to Canada.

After you arrive, use the Government of Canada's free settlement services that include language training, job search help and, in some cases, job placements. You can find out more about these services at www.servicesfornewcomers.cic.gc.ca.

Your official education, work, and identity documents are important. It is much easier for you to gather your documents while still in your home country.

It is recommended that you obtain your documents in English or French, if possible. If your documents are not in English or French, you will need to have them translated.

Preparing to Work in Mining in Canada

The Canadian mining sector employed approximately 350,000 people in 2009. A job in mining can provide a good salary and steady work, and is an excellent opportunity to make a living in Canada.

Jobs in the mining industry are very diverse. From blasters, diamond drillers and excavators to mineral processing and electrical engineers, geologists, environmental technicians, finance managers, and health and safety coordinators, mining is an exciting sector to work in!

Regulated Occupations

Certain jobs in the mining industry, such as engineering and certain skilled trades (e.g., electricians), are considered regulated occupations in Canada. This means you must have a Canadian licence or certificate to work in the field. Each province or territory is typically responsible for setting the requirements for these regulated occupations. If you are trained in a regulated occupation, you should verify the regulatory requirements with the province or territory in which you plan to live. The Working in Canada tool (www.workingincanada.gc.ca) can help you determine if your specific career choice is regulated, and the correct regulatory body or accreditation board to contact for detailed licensing information.

www.cic.gc.ca

It is important for you to learn about the steps you need to take to get your credentials and qualifications recognized in Canada. Citizenship and Immigration Canada also recommends that you review the resources on our website for helpful information about the immigration process and living in Canada.

Non-Regulated Occupations

If you are in a non-regulated occupation, discretion about hiring requirements and standards is left to the individual employer. It is a good idea to bring along any documents you might have that show a record of your past training, employment and experience. Always check with the employer to know what is required.

Job descriptions for non-regulated mining occupations may differ significantly depending on the type of mining, the location and the employer. The distribution of tasks among employees is determined by the structure of the specific mining operation and each employer's preferences.

If you are applying for a non-regulated mining job, pay close attention to each employer's specific skill requirements. Look at job postings from a variety of employers and types of mines to determine where your unique skill set will fit best. If you are uncertain whether you meet the requirements of a specific job, get clarification from the employer.

MiHR is currently developing the Canadian Mining Credentials Program. This program will certify workers in the mining sector in order to provide recognized, portable credentials. In order to be successful in this program, candidates must complete a certain number of on-the-job hours as well as successfully demonstrate the skills outlined in MiHR's National Occupational Standards for their occupation. The launch is planned for early 2011. You can find more information at www.miningcredentials.ca.

Training programs in mining also vary significantly across the country. If you need to upgrade your skills, seek program recommendations from several employers to determine which program best suits their needs.

Finding a Job in Canada

As a job seeker in the mining industry, it is important to understand the career opportunities. The Explore for More website (www.acareerinmining.ca) is a great resource to help you navigate the mining industry and find tools that will help you succeed. Available resources include career videos, employee profiles, the Student-on-the-Job Board and the Virtual MineMentor Program.

Additional Resources

Citizenship and Immigration Canada
www.cic.gc.ca

Foreign Credentials Referral Office
www.credentials.gc.ca

Red Seal Trades program
www.red-seal.ca

Service Canada
www.servicecanada.gc.ca

The Working in Canada Tool
www.workinginCanada.gc.ca

