



Mining Essentials – Tips for Trainers

A *Mining Essentials* trainer plays an important role in deciding how the delivery will take place. Often seen as the ‘final piece’ to the puzzle, these trainers will help students develop the life skills and mining knowledge needed to one day enter the workforce or pursue further education or training.

We interviewed *Mining Essentials* trainers and here are their tips for successful Program delivery:

Life Skills

- Familiarize yourself with the materials that are provided to you; take the time to thoroughly review the modules before the Program delivery begins.
- Have an understanding of the various issues surrounding First Nations (land, taxation, IBAs, overall politics) – students may have questions about these issues.
- The level of understanding of each learner group may vary; take this into consideration when delivering the material. Some aspects may be ‘too easy’ for certain groups. Learners must be challenged throughout the delivery of the Program.
- Keep the lines of communication open between the various Program partners; this will ensure you have the resources that you need to deliver the Program effectively. For example, if you need resources from the industry partner that will help improve the learning experience, do not hesitate to ask.
- Look to the class Elder for guidance and support; emphasize that the Elder is a resource for students who are seeking guidance or who may be struggling.
- Referring back to any time spent at the mine site can help support and reinforce the life skills that are taught (i.e. “When we visited the mine, accountability and punctuality were emphasized...”).
- Please share feedback with MiHR; we are continuously looking to improve future deliveries of the Program and your feedback will help in doing so.

Mining

- Be flexible with the *Mining Essentials* modules; understand that you do not have to teach the exact mediums suggested in these documents. The Program is customizable and if students are not responding to certain aspects, feel free to adjust the materials being delivered.
- Manage expectations on both ends;
 - Employers should understand that they will not be given 16 workers to automatically enter the workforce. They should be open with the trainer and learners in terms of hiring intentions.

Mining Essentials – Tips for Trainers - *continued*

- Learners should understand that completing this Program will not guarantee them a job.
- Encourage learners to explore all career options related to the mining industry, not simply entry level positions.
- Communicating the technological aspects is important; learners must understand how mining has advanced and how this has changed the various occupations across the industry. This can also be related to increased safety.
- Encourage students to discuss career opportunities with the industry partner. It is not only a chance to learn about the mining industry, it is an opportunity to network and create new connections that may prove valuable in the future.
- If possible, include special guests and speakers (driller, geologist, blaster, HR representative, etc.) throughout the Program. Doing so helps learners appreciate the variety of roles in mining while also making it 'real' for them.
- Emphasize safety and safety culture; this will help students change their perspective about mining, prepare them for their visit to the mine and it is of great importance to the employer.
- Please share feedback with MiHR; we are continuously looking to improve the Program and your feedback will help in doing so.
- Contact the Registrar at MiHR if you need support with any aspect of delivery. We're here to support your class!
miningessentials@mihr.ca