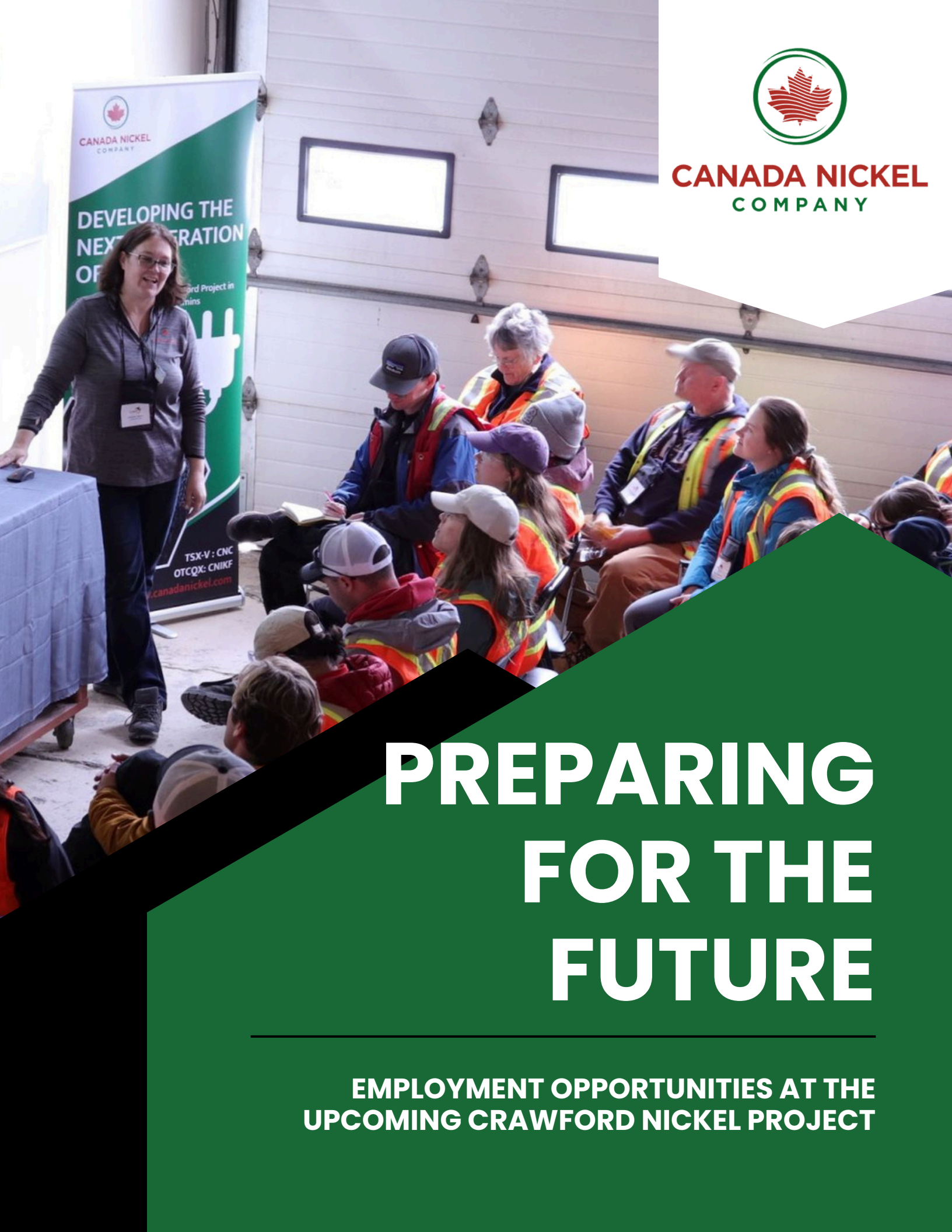




**CANADA NICKEL**  
COMPANY



# PREPARING FOR THE FUTURE

**EMPLOYMENT OPPORTUNITIES AT THE  
UPCOMING CRAWFORD NICKEL PROJECT**

# EXPLORE CAREER OPPORTUNITIES IN:



**MINING**



**PROCESSING**



**ADMINISTRATIVE**

Careers in the natural resource industry present a unique and exciting opportunity to develop a diverse skillset while making meaningful, quantifiable contributions to your professional development and the overall success of your team, the operation, and the company.

The Crawford Nickel Project has an estimated mine life of 40+ years, offering opportunities that span all stages of the project and provide career possibilities for all levels of experience.

This document will list the different jobs that are anticipated requirements for the successful operation of the Crawford Nickel Project, as well as a brief overview of locally-available education and training programs related to these opportunities.



# FUTURE OPPORTUNITIES BY SECTOR



## MINING

For those roles involved in the safe and efficient production of material from the open pit, including the planning and execution of progressive mine development, we currently expect to fill the following once the Crawford Nickel Project is constructed:



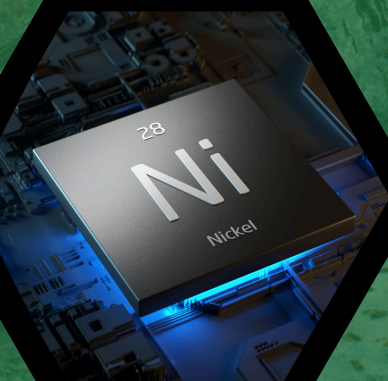
### OPERATIONS

Mine Manager; Operations Superintendent; General Foreman; Dispatcher; Training Coordinator; Administrative Support; Drill Operator; Blasting Foreman; Blasting Supervisor; Driller/Blaster; Heavy Machinery Operator; Support Equipment Operator; Truck Driver



### MAINTENANCE

Maintenance Superintendent; Maintenance General Foreman; Shop Foreman; Field Foreman; Administrative Support; Training Coordinator; Maintenance Planner; Maintenance Engineer; Blasting Maintenance; Mobile Equipment Mechanic; Electrical Mechanic; Tire Bay Mechanic; Welder; Maintenance Labourer



### TECHNICAL SERVICES

Chief Engineer; Senior Mine Manager; Drill and Blast Engineer; Geotechnical Engineer; Junior Engineer; Blast Technician; Chief Surveyor; Surveyor; Chief Geologist; Senior Geologist; Geologist; Geological Technician; Geophysicist



# FUTURE OPPORTUNITIES BY SECTOR



## PROCESSING

For those roles involved in the safe and efficient processing of material on site, primarily focused around the production of concentrates and tailings within the on site mill, we currently expect to fill the following once the mine is constructed:



### OPERATIONS & TECHNICAL SUPPORT

Mill Manager; Project Metallurgist; Training Coordinator; Administrative Support; General Foreman; Control Room Operator; Process Operator; Production Metallurgist; Crushing & Grinding Operator; Metallurgical Technician



### MAINTENANCE

Maintenance Superintendent; Millwright; Instrumentation Technician; Maintenance General Foreman; Welder; Mechanical Engineer; Chief Electrician; Electrical Engineer; Electrician; Maintenance Planner



# FUTURE OPPORTUNITIES BY SECTOR



## ADMINISTRATIVE

For those roles involved in the safe and efficient operation of the project site and regional activities, we currently expect to fill the following once the mine is constructed:



### TECHNICAL SERVICES

IT Technician; Purchasing and Procurement; Environmental Superintendent; Surveillance Coordinator; Environmental Technician



### OTHER SERVICES

General Manager; Human Resources; Executive Assistant; Health & Safety Trainer; Administration Manager; Recruitment; Warehouse Supervisor; Accounting; Bookkeeper; Security Agent; Communications



# TRAIN IN THE REGION WORK IN THE REGION

## COLLÈGE BORÉAL

- Office Administration
  - *General 1-Year Certificate, Executive 2-Year Diploma*
- Electrical Engineering Technician
  - *3-Year Diploma*
- Business Administration
  - *2-Year Diploma, 3-Year Online Program*
- Mechanical Engineering Technician/Millwright
  - *2-Year Diploma*
- Business Administration – Accounting
  - *3-Year Diploma*
- Electrician: Construction and Maintenance
  - *Level 1, 2, and 3, Apprenticeship*
- Human Resources Management
  - *Graduate Certificate*
- Industrial Electrician
  - *Level 3, Apprenticeship*
- Joint Health and Safety Committee Certificate Training
- Welding and Fabrication Technician
  - *2-Year Diploma, Apprenticeship*
- AZ/DZ Truck Driver Program
- CPR/ First Aid
- Heavy Equipment Operator
  - *Available: Forklift, Aerial Lift, Telehandler*
- Computer Systems Technology
  - *2-Year Diploma*
- Heavy Equipment Technician
  - *2-Year Diploma, Apprenticeship*
- Forestry and Wildlife Technician
  - *2-Year Diploma*
- Mining Potential Program
  - *Certificate*
- Forestry Technology
  - *3-Year Diploma*
- Construction Engineering Technician – Civil and Mining
  - *2-Year Diploma*
- Police Foundation: Fire/Law/Security
  - *2-Year Diploma*
- Ozone Depletion Prevention
  - *Certification*
- Battery Electric Vehicle Mining Maintenance Program
- Scaffolding training (inspector and simple erector)



# TRAIN IN THE REGION WORK IN THE REGION



- Heavy Equipment Technician
  - *1-Year Certificate*
- Mechanical Engineering Technician
  - *2-Year Diploma*
- AZ/DZ Driver Program
- Welding (Fitter, Inspection, Engineering Technician)
  - *1-Year Certificate, 2-Year Diploma, 3-Year Advanced Diploma*
- Heavy Equipment Technician
  - *2-Year Diploma, Apprenticeship*
- Instrumentation & Process Control Technician
  - *2-Year Diploma*
- Maintenance Management Professional Program
  - *Training Certificate*
- Business – General
  - *2-Year Diploma*
- Electrical Engineer
  - *2-Year Diploma, 3-Year Advanced Diploma*
- *Apprenticeship*
- Office Administration Executive
  - *2-Year Diploma*
- Surface Labour Maintenance Program
  - *Training Certificate*
- Business – Accounting
  - *2-Year Diploma*
- Construction Engineering Technician
  - *2-Year Diploma*
- Environmental Technician – Water & Wastewater Systems Operations
  - *2-Year Diploma*
- Supply Chain Management
  - *2-Year Graduate Certificate*
- Business – Human Resources
  - *2-Year Diploma*
- Mechanical Technician – Industrial Millwright
  - *2-Year Diploma*
- Computer Engineering Technician
  - *2-Year Diploma*
- Workplace and Professional Skills
  - *Training Certificate*
- Mining Engineering Technician
  - *2-Year Diploma*
- Surface Miner Common Core
  - *Training Certificate*



# TRAIN IN THE REGION WORK IN THE REGION



- Generic First line Supervisor Common Core
- Propane Construction - Heater & Tiger Torch
- Surface Miner Common Core
- Suspended Access Equipment - Installer
- Basic Mill Process Operator Common Core
- Suspended Access Equipment - User
- Accident and Incident Investigation Awareness
- Train the Trainer
- General Safety Awareness
- Forestry Pit and Road Construction Equipment Operator
- Lift Truck Awareness
- Operator
- Elevating Work Platform, Hydraulic Excavator, Skid Steer, Grader, Fuel Truck, Service Vehicle, Forklift
- Lock Out and Tag Out Awareness
- Operator
- Bulldozer, Front End Loader, Production Haulage Truck, Production Drill
- Occupational Health and Safety for Workers
- Outdoor Environmental Safety Awareness
- Occupational Health and Safety for Supervisors
- First Aid
- Office Safety Awareness
- First Responder
- Safe Work Practices
- Off Road Vehicle Training (Fat Truck, Argo, UTV)





**Culture, Confidence and Competence (CCC)** is an essential skills workforce training program designed by and for Indigenous women and gender diverse people. This 8 week program includes the following:

- 7 weeks of personal and professional skills building
- 1 week of industry speaker series to share opportunities and information around careers in different trades and sectors
- Mental Health First Aid First Nations, First Aid, CPR, and other industry certifications prior to entering the workplace
- Creation of a personalized training plan and access to career coaches/mentors
- Wrap-around supports (e.g. childcare, technology, transportation) and a training allowance

## THE 5 UNITS

Personal Development

Health & Wellness

Career Exploration

Professional Development

Industry Specific Training & Placements

## WISE PRACTICE ELEMENTS

- Guided by Elders
- Builds local capacity
- Personal/Professional balance
- Trauma-informed and inclusive
- Gender specific and co-ed groups
- "No one left behind"
- Wrap-around Supports
- Industry and Employer Partnerships



## PLACEMENTS & EMPLOYMENT

After completion of the training program, we provide opportunities for work placements and direct employment links in the following sectors:

- Mining, Welding, Heavy Equipment
- Skilled Trades & Apprenticeships
- Entrepreneurship
- Clean Energy
- Green Construction
- Hospitality
- Security
- Early Childhood Education



If you would like more information on our training programs or would like to apply, please contact us at [training@keepersofthecircle.com](mailto:training@keepersofthecircle.com)

Drumming,  
Singing,  
Indigenous  
Languages

One-on-One  
Elder  
Guidance,  
Talking  
Circles



If you would like to apply to the Culture, Confidence and Competence Program, please visit our website at <https://keepersofthecircle.com/> and fill out the Culture, Confidence, and Competence Intake Form or email [training@keepersofthecircle.com](mailto:training@keepersofthecircle.com)





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