



CANADA NICKEL
COMPANY

PREPARING FOR THE FUTURE

EMPLOYMENT OPPORTUNITIES AT THE UPCOMING CRAWFORD NICKEL PROJECT



Understanding anticipated job opportunities at the Crawford Nickel Project, and the local education and training programs that could help you to obtain, or further, your career in mining.

www.canadanickel.com
TSXV: CNC | OTCQX: CNKF

PLANNING TODAY FOR THE JOBS OF TOMORROW

CAREERS THAT ARE READY WHEN YOU ARE

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.

At the Crawford Nickel Project, with construction beginning in the mid-2020s and a preliminary operating life of over 40 years, these opportunities can span across all stages of project life, and all stages of your career.

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.



This information package will serve as a guiding tool with which to plan your future with the Crawford Nickel Project and Canada Nickel Company

EXPLORE CAREER OPPORTUNITIES IN



MINING



PROCESSING



GENERAL AND ADMINISTRATIVE



Canada Nickel would like to give a special thank you to Collège Boréal, Northern College, NORCAT, and Keepers of the Circle for their support in compiling this information package. For more details regarding the vast array of opportunities available from these organizations, and other regional training and education platforms, please visit their websites.

<https://www.collegeboreal.ca/en/>

<https://www.northerncollege.ca/>

<https://www.norcat.org/>

<https://keepersofthecircle.com/>

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



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 Engineer
 Drill and Blast Engineer
 Geotechnical Engineer
 Junior Engineer
 Blast Technician
 Chief Surveyor
 Surveyor
 Chief Geologist
 Senior Geologist
 Geologist
 Geological Technician

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.



OPERATIONS AND TECHNICAL SUPPORT

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



MAINTENANCE

Maintenance Superintendent	Mill Wright	Instrumentation Technician
Maintenance General Foreman	Welder	Mechanical Engineer
Chief Electrician	Electrical Engineer	Electrician
Maintenance Planner		

GENERAL AND ADMINISTRATIVE

For those roles involved in the safe and efficient operation of the project site and regional activities.



TECHNICAL SERVICES

General Manager	Human Resources	IT Technician
Executive Assistant	Health and Safety Trainer	Purchasing and Procurement
Administration Manager	Recruitment	Warehouse Supervisor
Accounting	Environmental Superintendent	Surveillance Coordinator
Bookkeeper	Environmental Technician	Security Agent
Communications		

TRAIN IN THE REGION, WORK IN THE REGION

COLLÈGE BORÉAL

PROGRAMS

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



PROGRAMS

Heavy Equipment Technician <i>1-Year Certificate</i>	Mechanical Engineering Technician <i>2-Year Diploma</i>
AZ/DZ Driver Program	Welding (Fitter, Inspection, Engineering Technician) <i>1-Year Certificate, 2-Year Diploma, 3-Year Advanced Diploma</i>
Heavy Equipment Technician <i>2-Year Diploma, Apprenticeship</i>	Instrumentation & Process Control Technician <i>2-Year Diploma</i>
Maintenance Management Professional Program <i>Training Certificate</i>	Business – General <i>2-Year Diploma</i>
Electrical Engineer <i>2-Year Diploma, 3-Year Advanced Diploma Apprenticeship</i>	Office Administration Executive <i>2-Year Diploma</i>
Surface Labour Maintenance Program <i>Training Certificate</i>	Business - Accounting <i>2-Year Diploma</i>
Construction Engineering Technician <i>2-Year Diploma</i>	Environmental Technician - Water & Wastewater Systems Operations <i>2-Year Diploma</i>
Customized Surveyor Program	Business - Human Resources <i>2-Year Diploma</i>
Hydraulic and PLC Training for Maintenance Teams and Mill Operators	Computer Engineering Technician <i>2-Year Diploma</i>
Workplace and Professional Skills <i>Training Certificate</i>	Security Guard Program <i>Training Certificate</i>
Process Plant Operator Program <i>Training Certificate</i>	Supply Chain Management <i>2-Year Graduate Certificate</i>
Emergency Response Training	Mechanical Technician – Industrial Millwright <i>2-Year Diploma</i>
Mining Engineering Technician <i>2-Year Diploma</i>	Surface Miner Common Core <i>Training Certificate</i>
Generic First Line Supervisor Common Core <i>Training Certificate</i>	

TRAIN IN THE REGION, WORK IN THE REGION



PROGRAMS

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	Surface Diamond Driller Program
General Safety Awareness	Forestry Pit and Road Construction Equipment Operator
Lift Truck Awareness	Operator <i>Elevating Work Platform, Hydraulic Excavator, Skid Steer, Grader, Fuel Truck, Service Vehicle, Fork Lift</i>
Lock Out and Tag Out Awareness	Operator <i>Bulldozer, Front End Loader, Production Haulage Truck, Production Drill</i>
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)
Train the Trainer	



Essential Skills Training and Pathways to Successful Careers for Indigenous Peoples



Culture, Confidence, and Competence (CCC) program is an essential skills workforce training program designed by and for Indigenous women and gender diverse people. The cultural foundation of this innovative program supports a journey of self-reflection, career exploration and skill building experiences that prepare members to obtain and retain jobs across multiple employment sectors and to become entrepreneurs. Members in the CCC develop individualized training plans and are streamed into worksite placements, jobs or other relevant referral agencies. A training allowance and wraparound supports e.g., childcare, technology, and transportation are offered to reduce barriers to participation. Co-ed training programs are offered at the request of communities through ISETS partnerships.

The 5 Units



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 AND EMPLOYMENT

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

- Mining
- Welding
- Entrepreneurship
- Clean Energy
- Skilled Trades (Plumber, Electrician, Security)
- Heavy Equipment
- Green Construction
- Food and Agriculture
- Personal Support Workers
- Early Childhood Education



Drumming, Singing, Indigenous Languages

One-on-One Elder Guidance, Talking Circles



Seven Grandfather Teachings, Medicine Wheel

Beading, Quillwork, Moose Hair, Tufting



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.

If you would like more information on our training programs, or would like to apply, please contact us at training@keepersofthecircle.com



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