



TNDC EMPLOYEE HEAVY EQUIPMENT OPERATOR TRAINING PROGRAM

We are pleased to announce the launch of the TNDC Employee Heavy Equipment Operator (HEO) Training Program. This initiative will support the growth and development of our TNDC employees by offering Heavy Equipment Operator Training and the opportunity for career progression.

Led by the TNDC Training Team, TNDC employees will progress through a training framework based on industry standard curriculum, including simulator time, and observed working hours. The TNDC Employee HEO Program integrates with existing employee shift patterns and participants will maintain their current wage, benefits, etc. This program will support operators at all levels in progressing their skills and knowledge. Please see the progression model on the reverse for more details.

Why a heavy equipment operator training program targeted to TNDC Employees?

As some of you may know, TNDC and our partners run the Tahltan Heavy Equipment Operator (HEO) Training Program, which is a program designed to build capacity within the Tahltan Nation. This program, which is open to Tahltans, Tahltan Associates and Indigenous people living in Tahltan Territory, has set annual dates, with defined curriculum and entry points and requires Tahltan TNDC employees interested in participating to take leave from TNDC.

The TNDC Employee HEO Program is for all TNDC employees and does not require participants to take leave.

Who can apply?

This program is open to TNDC employees who have:

- Been on site in a field operational role for at least three (3) months.
- Strong attendance, health, and safety records.
- A desire to learn and grow.

How do I apply?

- Applications will be available in March 2024 from our Site HR team.

When would training start?

- Training is scheduled to begin in late May 2024. However, individual start dates will vary, depending on operational requirements.

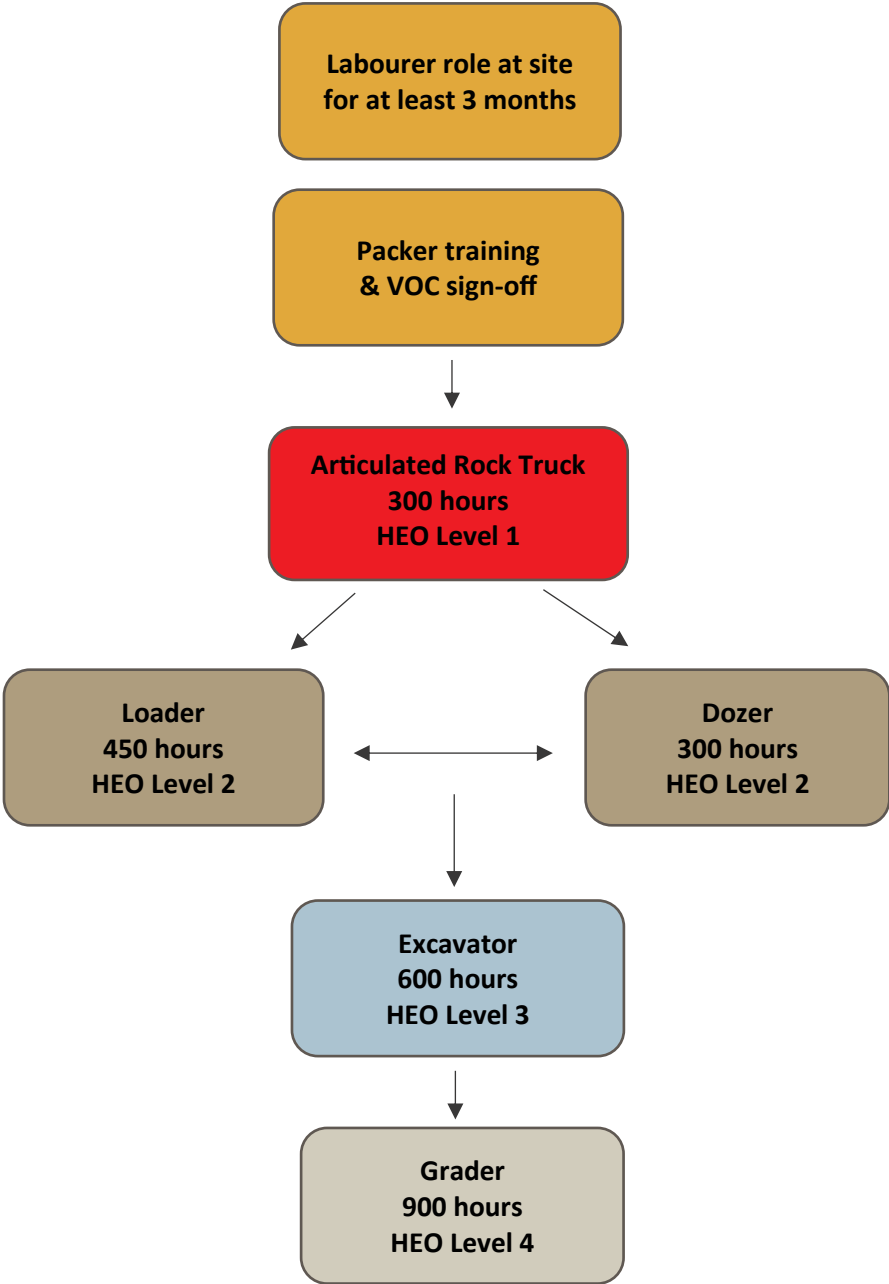
Where do I get more information?

- Please contact our Site HR team or TNDC Employee HEO Training Program Head Instructor Garry Coates, to express your interest and obtain an application and list of frequently asked questions (FAQs).

Note:

- Non-field based TNDC employees will transition into a labourer position for at least 3 months as step one, to learn how site operations work.
- Packer training and Verification of Competency (VOC) can take place during down time in a labourers' schedule.
- To move from Level 2 to Level 3 you must have completed both Loader and Dozer training.
- If you are an existing operator, you will be assessed and placed into the program where your skillset dictates. You will not have to begin from Level 1.

TNDC Employee Heavy Equipment Operator Training Program Process



Frequently Asked Questions

1) How do I apply for this?

- If you are on-site at Red Chris, ask for an application from TNDC onsite HR or TNDC Trainers – they will be available March 1, 2024.
- If you are not based at Red Chris, contact Garry Coates, TNDC Employee HEO Program Head Instructor (garry.coates@tndc.ca) to discuss your options.
- Complete the application form and submit to onsite HR or the TNDC trainer on your shift.

2) What are the criteria for being accepted into the program?

- You must have worked onsite for at least 3 months and passed your probationary period.
- You must have a strong attendance record.
- You must have a strong health & safety record.
- You must have a positive attitude and a desire to learn.

3) Who decides if I get into the program?

- Your application will be reviewed by the TNDC Training Department.
- The TNDC Employee HEO Program Head Instructor will then review your application with onsite HR, the Health & Safety Team and your Supervisor to review alignment with the above criteria.

4) How will I know if I have been accepted into the program?

- Garry Coates, the TNDC Employee HEO Program Head Instructor, will get back to you within one rotation to let you know the results of your application.

5) I don't currently work in the field but am interested in learning to be a heavy equipment operator. Am I eligible for the program?

- Yes. You should submit an application form.
- If you are accepted, the first step would be to have you work as a labourer for 3 months to expose you to working at the field level and ensure you are comfortable with this type of work.
- If you decide this is not for you, you can transition back to your former position without risk of losing your job and seniority.

6) I'm a loader operator and want to become an excavator operator. Do I have to get certified on dozer first?

- Yes. We are trying to build a robust team in a progressive manner that will provide operational flexibility.

7) I'm an excavator operator and want to become a grader operator. Do I have to go back and get certified as a loader and dozer operator first?

- No. The progression path is for all new operators as they look to grow their skills, however, we would be happy to train you on other machines that you don't currently have verification of competencies on to help provide you with more operational options.

8) I am an existing heavy equipment operator at Red Chris and have no interest in being a Rock Truck driver, so why do I have to get trained to do that?

- We need to maximize our operational productivity. There are times when your machine is down, or your machine is not needed.
- We want to make the most of those windows by having you participate in training that expands our operational options.
- Once you become certified as a Rock Truck driver, you would only be asked to do that work as backup for when equipment is down, or if we have a high need for the skill. You would still be paid your primary wage rate for that work.

9) I've been an operator here for many years, why do I have to participate in programs with the Simulator?

- Ongoing professional development is important in any role. We all get into ruts and practices, and it's important to remind ourselves about the fundamentals and new approaches based on the changes in equipment.
- It is 6-12 hours per year and will be done during slow times.

10) Am I paid while I am in training?

- Yes, you are paid your current wage while you are in training.
- Once you successfully complete the 3 rotations of training and are fully signed off on the new piece of equipment, through the Verification of Competencies process, then you receive a wage increase to align with the new equipment that you are running.

11) Do I get a certificate for this training?

- All our training programs align with the requirements of the SkilledTradesBC Heavy Equipment Operator program and the Mining Industry HR Council Surface Miner program.
- TNDC will happily help you with the process to challenge exams or get assessed for these certifications.

12) Are Tahltans' prioritized for this program?

- As a Tahltan owned company, we prioritize Tahltan and Tahltan Associates for training and development and job positions.
- Our goal is to support all TNDC employees with their growth and development goals.

