

Training Programs Provided in 2025

An exhaustive list of training is provided below.

(Note: ** indicates a type of training that is directly transferrable to another organization).

****Apprenticeship Training**

Current available apprenticeship programs:

- Heavy Equipment Technician (including off-road and truck & transport mechanic)
- Automotive Service Technician
- Electrician
- Housing Maintainer
- Welder
- Machinist
- Millwright

Equipment Theory, Coaching and Evaluations

Elevated Work Platform

- Scissor Lift
- <80' boom supported
- >80' boom supported
- Work Assist Vehicle (WAV)
- Toyota Service Truck – with Elevated Work Platform

Commercial Truck

- OHT B-Train
- OHT B-Train - Shunting
- Tractor Truck
- Steam Truck
- Vacuum Truck

- Water Truck
- Roll Off Truck
- Plow and Sand Truck
- Wrecker Truck
- Shunt Truck
- Fuel and Lube Truck
- Effluent Truck
- Passenger Stair Truck
- Jet-A Fuel Truck
- Cement Truck
- De-Icing Truck

Trailers

- Dust Suppression
- Flat Deck
- Fuel Tanker
- Lowbed – Less than 130 Ton
- Lowbed – 130 Ton
- Live Bottom
- Utility
- Steam
- Water Tanker

Emergency Response Vehicle (fully completed by ERT and recorded in LMS (Learning Management System))

- Pumper Fire Trucks
- Ambulance
- Aircraft Rescue and Firefighting (ARFF)
- Rescue Truck
- Sno-Cat Tucker

- All Terrain Vehicle (includes side-by-side and ATV)

Support Equipment

- Service Truck (with and without crane)
- Skid Steer
- All Terrain Vehicle (includes side-by-side and ATV)
- Forklift - Counterbalance
- Telehandler (Rough Terrain Forklift)
- Magni
- Magni attachments – Bucket, Fork, Hydraulic Cylinder Handler, 6000kg Winch, Suspension Cylinder Handler, Tire Manipulator, Wheel Hub Handler
- Seacan Handler
- Pressure Washer
- Dewatering Pump
- Packer
- Multi Handler
- Snowmobile
- Utility Task Vehicle (SHERP)

Conveyors Stackers

- Masaba
- Huot

Heavy Equipment

- Drill
- Crawler Dozer
- Rubber Tire Dozer
- Excavator
- Excavator attachment - Rock Breaker
- Grader
- Loader

- Loader attachments – Hydraulic 2-Way Blade, Lifting Forks, Snow Blower, Stinger, Tire Manipulator
- Tire Manipulator
- Mass Excavator
- Mini Excavator
- Mine Haul Truck – Rock
- Mine Haul Truck – Water
- Mine Haul Truck – Rock Spreader
- Hydraulic Shovel
- Articulated Truck – Rock
- Articulated Truck – Water
- Articulated Truck – Fuel & Lube

Driving

- General Site Drive
- Tote Road Drive
- Mine Drive
- Air Brakes
- Defensive Driving

Mobile & Stationary Crane

- Mobile Crane – Spyder & Broderson
- Boom Truck
- Overhead
- Rough Terrain

Personnel Transportation

- Crew Bus
- Personnel Carrier

Shiploading

- Shiploader
- Tote Road Sealift

- Rollgliss Self Rescue

Human Resources Training

ICE: Inuit Cultural Engagement

Cultural Intelligence

Inuit Leadership Development Training

Respectful Workplace Program

Corporate Governance

Environmental

Environmental Protection Plan

OPEP – Land Spill Response

OPEP – Sea Spill Response

Polar Bear Monitor

Wilderness Search & Rescue Awareness

Sediment and Erosion Control

Emergency Response Team

5 Day Recruit

Regular Training

Emergency Medical Responder (EMR)

Cold Water Safety & SCBA

High Angle Rescue

Shiploading

Maritime Security Awareness (Marsec)

Marine Facility Security Officer (MFSO)

Sampler

Small Vessel Operator

Miscellaneous / Specialized Trainings

Root Cause Analysis – Continuous Improvement

SAP Training – Continuous Improvement

Incident Reporting – Health & Safety

Controlled Document Management System (CDMS) Contributor Training – Document Control

Controlled Document Management System (CDMS) Admin Training – Document Control

Train-the-Trainer

SAP Notification Training

Helicopter Passenger Awareness Training

Arc Flash and High Voltage Electrical Training

Orientations – Site and department

Prior to travelling to site – E-learning

- Inuit Cultural Awareness
- Creating a Respectful Workplace
- Orientation Part – 1
- Lock Out Tag Out (LOTO) - Zero Energy State Isolation Awareness
- **WHMIS

On-site

- Orientation Part – 2
- Access Training (Mine Ops, Dyno-Nobel, Crusher, Shiploading, Mobile Maintenance)
- Shiploading Orientation
- Department Induction
 - Crusher
 - Shiploading
 - Mobile Maintenance

Workplace Health & Safety Certifications and Training

Confined Space Entry Awareness

Fall Protection and Prevention Awareness

**Standard First Aid & CPR/AED

Forklift Safety

Advanced LOTO (verifier, officer, and coordinator)

**Mine Rescue and Fire Fighting Skills

- WSCC certification provided after completing a 5-day Recruit course. In-house course – **Transferrable** (completed by ERT)

**Transportation of Dangerous Goods (TDG)

- Transportation of Dangerous Good by Ground: Handler and Driver - **Transferable** - 3-year expiration (through external vendor)
- Transportation of Dangerous Good by Ground: Shipper – **Transferable** – 3-year expiration (E-learning through external vendor)
- Transportation of Dangerous Good by Air: Shipper (ICAO, TDG) – **Transferable** – 2-year expiration (through external vendor)
- Transportation of Dangerous Good by Maritime: Shipper – **Transferable** – 3-year expiration (through external vendor)

Hoisting and Rigging

ICAM Investigator – Supervisors

ICAM Lead Investigator – Superintendents & Managers

Fatigue Management

Working Safely on Ice

Fire Suppression & Extinguisher

Cargo Securement

Respiratory Protection

Scaffolding

****WSCC Certification**

Supervisor Level I - Surface – **Transferable** – 5-year expiration (E-learning by WSCC)

Supervisor Level II – Surface - **Transferable** – 5-year expiration (E-learning by WSCC)

Supervisor Level II - Exploration– **Transferable** – 5-year expiration (E-learning by WSCC)

Supervisor Level II – Open Pit - **Transferable** – 5-year expiration (E-learning by WSCC)

Mine Rescue – Surface - Listed above

Mine Rescue – Instructor

Blaster – Surface - Proctored by BIM H&S department – **Transferable** – 5-year expiration

Shift Boss – **Transferable** – 5-year expiration (E-learning by WSCC)

Community-based Work Ready Training**On-Site Work Ready Training**

Baffinland delivers training that is job specific, and all of which is subject to operational need. It is noteworthy that due to poor internet connectivity in some communities, employees who reside in the North Baffin Communities upon hire complete the full suite of training once they arrive on site for their first employment rotation.