ATIKAMEKSHENG
ANISHNAWBEK



PATHWAYS TO EMPLOYMENT

A Guide to Careers at Vale & Glencore

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WELCOME MESSAGE & PURPOSE OF THIS GUIDE



Aanii, and welcome to the ***Pathways to Employment*** guide!

This booklet was created to support Atikameksheng Anishnawbek Debendaagziwaad in learning about employment opportunities with two major mining employers in our traditional territory: Vale and Glencore. Whether you are just starting your career journey or looking to grow within the mining industry, this guide provides practical information, step-by-step tips, and insider advice directly from the companies to help you succeed.

As Indigenous people, we bring unique strengths to the workforce, and this guide aims to connect those strengths to meaningful careers. We hope it inspires you to explore opportunities in the mining sector and take the next steps toward your career goals.

Miigwetch,

Community & Resource Development Department
Atikameksheng Anishnawbek

VALE & GLENCORE OVERVIEW

Vale and Glencore are two of the largest employers in Northern Ontario's mining sector, offering a wide range of career opportunities in skilled trades, technical services, operations, and corporate roles. Both companies have a long-standing presence in the Sudbury region and play a major role in the economic development of surrounding communities, including Atikameksheng Anishnawbek.

VALE

WHO THEY ARE

Vale is a global mining company headquartered in Brazil and one of the world's largest producers of iron ore and nickel. In Canada, Vale has a strong presence in Sudbury, Ontario, where it has operated for over 100 years.

WHAT THEY DO

Vale's Sudbury operations include underground and surface mines, a mill, smelter, and refinery. The company is a major employer in the region and plays a key role in supplying nickel, copper, cobalt, and precious metals to global markets.

VALUES & INDIGENOUS RELATIONS

Vale is committed to safe, sustainable mining and building respectful relationships with Indigenous communities. They have established Indigenous engagement policies, provide training and employment opportunities for Indigenous peoples, and support cultural and educational initiatives.



VALE & GLENCORE OVERVIEW CONT'D

GLENCORE

WHO THEY ARE

Glencore is one of the world's largest natural resource companies, operating in over 35 countries. In Canada, Glencore operates several mining sites under its Sudbury Integrated Nickel Operations (Sudbury INO), including the Nickel Rim South Mine and Fraser Mine.

WHAT THEY DO

Glencore's Sudbury operations involve underground mining, milling, and smelting, producing nickel, copper, cobalt, and precious metals. They are a key employer in Northern Ontario, contributing to the region's economic stability and growth.

VALUES & INDIGENOUS RELATIONS

Glencore is committed to building long-term, mutually respectful relationships with Indigenous communities. Their Indigenous Peoples Policy supports inclusive hiring, cultural awareness training, and community engagement.

Both Vale and Glencore continue to invest in Indigenous inclusion and recognize the value that Indigenous employees, knowledge, and partnerships bring to their operations. As Atikameksheng Anishnawbek Debendaagziwaad, we are well-positioned to pursue meaningful careers with these companies—whether through entry-level positions, skilled trades, or long-term career advancement.



JOB OPPORTUNITIES OVERVIEW

Vale and Glencore offer a diverse range of employment opportunities in the Sudbury region, encompassing various roles in mining operations, skilled trades, technical services, and corporate functions. Both companies are committed to fostering inclusive workplaces and actively seek to engage Indigenous talent in their workforce.

VALE CAREER PATHS

1 ENTRY-LEVEL POSITIONS

Roles such as Underground Labourers, and Relief Protection Services Professionals are available for individuals starting their careers.

2 SKILLED TRADES

Positions include Millwrights, Electricians, Welders, and Heavy Duty Equipment Technicians (Including Apprenticeship Opportunities).

3 TECHNICAL & ENGINEERING

Opportunities for Instrumentation and Control Technicians, Civil/Mine Engineers, Mine Technicians and Technologists, and Mine Planners/Schedulers.

4 CORPORATE & ADMINISTRATION

Positions in Human Resources, Finance and Procurement, Health & Safety, Business Analysis, Administration and Information Technology (IT), and Management in Operations.

For current job openings and application details, visit Vale's careers page:

vale.com/careers-at-canada

VALE

JOB OPPORTUNITIES OVERVIEW CONT'D

GLENCORE CAREER PATHS

1 ENTRY-LEVEL POSITIONS

Roles such as General Labourers are available for individuals starting their careers.

2 SKILLED TRADES

Positions such as Underground Heavy-Duty Equipment Mechanics, Truck and Coach Mechanics, Millwrights and Welders.

3 TECHNICAL & ENGINEERING

Roles for Mechanical Engineers, Mine Engineers and Technicians/Technologists, Development Training Supervisors, and Occupational Health Nurses.

4 CORPORATE & ADMINISTRATION

Opportunities in areas such as Accounting, Administration, Information Technology (IT), and Human Resources.

For more information on available positions and application procedures, visit Glencore's careers page:

glencore.ca/en/sudburyino/careers/career-opportunities

GLENCORE

Good to Know:

- *Most trades roles require Grade 12 and specific safety modules (e.g., Common Core for underground positions).*
- *Transportation and site access can be a barrier, so candidates should plan accordingly.*
- *Both companies offer clear advancement pathways, especially for those who show strong performance, safety awareness, and willingness to learn.*

HIRING PROCESS

Applying for a job can feel overwhelming, especially when you are not sure what to expect. This section is designed to break down the application process for both Vale and Glencore, step by step. Understanding what these companies look for—and how to prepare—will help you stand out as a strong candidate.

VALE APPLICATION STEPS

1 **VISIT** — ValeJobs.ca to explore current job openings.

2 **PREPARE YOUR APPLICATION** — Update your resume and write a tailored cover letter that highlights your qualifications for the position. Be sure to self-identify as a Debendaagziwaad of Atikameksheng Anishnawbek.

3 **SUBMIT YOUR APPLICATION** — Apply through Vale's portal and include all required documents or email your application to dawn.vagnini@vale.com.

4 **PRE-SCREENING CALL** — If shortlisted, a recruiter will contact you to learn more about your background.

5 **INTERVIEWS & ASSESSMENTS** — You may be invited to participate in a behavioural and/or technical interview.

6 **JOB OFFER, BACKGROUND CHECK & MEDICAL EXAM** — Final steps include reference checks, education and employment verification, criminal record check, physical fit test, and a medical exam. If your position requires a specific license or certification, you must provide proof of credentials.

7 **ONBOARDING & TRAINING** — New hires attend an in-class orientation, and if the position is underground, additional safety training is provided at Vale's 114 Training Centre.

Suggestion:
You can also submit your application to our Community Skills Development team—we will forward it to Vale and help track your progress.

VALE



HIRING PROCESS CONT'D

GLENCORE APPLICATION STEPS

1 **VISIT** glencore.com/careers/career-opportunities/canada

2 **CREATE AN ACCOUNT OR LOG IN** on their careers portal and upload your resume and cover letter. Be sure to self-identify as a Debendaagziwaad of Atikameksheng Anishnawbek.

3 **APPLY FOR POSITIONS** by completing the required online forms and uploading supporting documents or email your application to yonaniko.grenon@glencore.ca

4 **ASSESSMENTS** Some roles require a cognitive test to evaluate problem-solving and critical thinking.

5 **INTERVIEWS** Includes behavioural interviews aligned with Glencore's values and technical interviews to evaluate job-specific knowledge and experience.

6 **SKILLS & TECHNICAL TESTING** For certain roles, especially technical or skilled trades positions, candidates may be required to complete skills testing or technical tests to demonstrate their capabilities

7 **REFERENCE CHECKS, SCREENING & MEDICAL EXAM** Successful candidates undergo reference checks and background screening. A pre-employment medical examination is also required to ensure the candidate meets the health and safety standards for the role.

8 **JOB OFFER & ONBOARDING** Candidates who successfully complete all steps receive a formal offer and begin the onboarding process.

Suggestion:
You can also submit your application to our Community Skills Development team—we will forward it to Glencore and help track your progress.

GLENCORE





PREPARING FOR SUCCESS

Getting the job is only part of the journey—being well-prepared can significantly increase your chances of being hired and thriving in your new role. Taking time to prepare shows your commitment and sets you apart from other candidates.

RESUME & COVER LETTER TIPS

- Customize your resume for each job. Highlight relevant experience, training, and soft skills like teamwork and time management
- Use keywords from the job description to show you're a good match
- Keep it clean and professional – no typos, and use a simple format

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RECOMMENDED CERTIFICATIONS

Many mining roles require or prefer the following certifications:

- WHMIS (Workplace Hazardous Materials Information System)
- First Aid / CPR
- Common Core – Underground Hard Rock Miner Modules (U0000, U0001, U0002, U0012 as a minimum)

If you are unsure how to access these certifications, the Community Skills Development team can help you find free or subsidized training opportunities.

INTERVIEW PREPARATION

- Use the STAR method (Situation, Task, Action, Result) to structure your answers
- Familiarize yourself with the company's mission and core values, and review the job description carefully to understand the qualifications and expectations
- Focus on examples that highlight teamwork, adaptability, safety, and work ethic
- Practice common questions like:
  - *"Tell me about a time you solved a problem at work."*
  - *"Describe a situation where you had to work as part of a team."*

TRAINING & SUPPORT RESOURCES

Community Skills Development Program: resume and cover letter assistance and interview preparation

Mamaweswen, The North Shore Tribal Council - Naadmaadwiiuk Employment & Training Program: access to education and training dollars



ADVANCING YOUR CAREER

Starting a job is a major accomplishment—but building a long-term career is where real growth and opportunity begin. Both Vale and Glencore offer structured advancement paths that reward hard work, safety, and commitment. Whether you're in a trades role, operations, or administration, there are many ways to move forward once you've joined the company.

ADVANCEMENT AT VALE

Entry-Level to Skilled Roles:
Most employees start in hourly positions or apprenticeships. Over time, they can move into more specialized or higher-paying roles through training and experience.

Unionized Advancement:
Within union roles, promotions often follow a bidding process based on seniority. Applying to staff (salaried) positions is done through formal applications and interviews.

Supervisory & Management Opportunities:
Employees who demonstrate leadership, reliability, and strong performance can progress into Supervisor, Superintendent, and eventually Manager roles.

Apprenticeship Pathways:
Apprentices progress through six 6-month periods. As they gain experience, their pay increases. Many become fully licensed and challenge the Red Seal exam.

Training & Mentorship:
Vale supports employees through internal training, mentorship, and orientation programs designed to help staff grow into new roles.



ADVANCING YOUR CAREER CONT'D

ADVANCEMENT AT GLENCORE

Structured Career Ladder:
Employees typically begin in entry-level or trades roles and can advance into skilled or supervisory positions through a formal progression process.

Seniority & Internal Postings:
As a unionized workplace, seniority is an important factor. Advancement opportunities are posted internally, and experienced staff can apply for higher-level roles.

Skill Development:
Employees who pursue additional training—such as Common Core, safety certifications, or technical upgrades—can qualify for more advanced roles.

Mentorship & On-the-Job Learning:
Successful Indigenous employees at Glencore have advanced by gaining experience, taking part in training programs, and working closely with mentors.

PERFORMANCE REVIEW & METRICS

Vale	Glencore
• Reviews occur at 3 and 6 months during probation. • Metrics include safety, teamwork, engagement, accountability, and overall performance.	• Annual evaluations include Health & Safety, Work Knowledge, Productivity, Work Ethic, Attendance, Compliance to Standards, Care of Tools and Equipment, and a Behaviour Assessment.

GLENCORE

CONTACT & SUPPORT

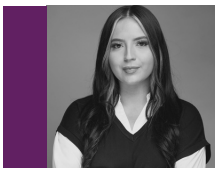


Whether you're preparing to apply, updating your resume, or exploring training options, support is available to help guide you through each step of your career journey.

Our Community Skills Development team is here to assist Atikameksheng Anishnawbek Debendaagziwaad with:

- Resume and cover letter support
- Interview preparation and mock interviews
- Accessing certifications (e.g., WHMIS, First Aid, Common Core)
- Referrals to training programs and employment services, and funding programs
- Understanding job postings and navigating online applications
- Preparing for career advancement within Vale or Glencore

COMMUNITY SKILLS DEVELOPMENT PROGRAM CONTACT INFORMATION



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(705) 662-3045



Tasheena Recollet
Community Skills Development Coordinator
communityskills.coordinator@wlfn.com
(249) 377-7371

Office Location: 25 Reserve Road, Naughton, ON P0M 2M0
Hours of Operation: Monday - Thursday, 8:30 AM - 4:30 PM
Friday, 8:00 AM - 4:00 PM

HELPFUL LINKS

These resources can support you with job applications, training, and career development. Reach out directly or visit the websites below for more information.

MAMAWESWEN, THE NORTH SHORE TRIBAL COUNCIL - NAADMAADWIIUK EMPLOYMENT & TRAINING SERVICES

Provides employment counseling, training referrals, funding for education and certifications, and career support for Indigenous clients along the North Shore.

Priscilla Laur
Naadmaadwiiuk Employment & Training Officer
priscilla.laur@mamaweswen.ca
(705) 805-2122 x 2071

COMMON CORE & SAFETY TRAINING

Find training programs for underground mining modules, WHMIS, and other safety certifications.

workplacenorth.ca
contactnorth.ca

MICROSOFT CREATE

Offers a variety of free, customizable resume and cover letter templates suitable for different industries.

Resumes
create.microsoft.com/en-us/templates/resumes

Cover Letters
create.microsoft.com/en-us/templates/cover-letters

GRAMMARLY

Free writing assistant for resumes, emails, and cover letters.

grammarly.com

INTERVIEW TIPS

Indeed provides detailed interview tips and sample questions to help you feel prepared.

ca.indeed.com/career-advice/interviewing/interview-tips

ACKNOWLEDGEMENTS

We would like to extend our sincere appreciation to **Vale** and **Glencore** for their openness and collaboration in supporting this initiative. Their contributions have helped us provide valuable insight into employment pathways and career development within the mining sector.

Miigwetch to the **Atikameksheng Anishnawbek Community & Resource Development Department** for its ongoing commitment to fostering economic growth and employment opportunities for our community.

Chi-miigwetch to all staff, mentors, and community partners who support our Debendaagziwaad in achieving their career goals.



FINAL NOTES & CLOSING MESSAGE

Creating a meaningful career path takes time, support, and confidence. Whether you are exploring your first job, returning to the workforce, or looking to advance your career, remember that you are not alone in this journey.

We hope this guide empowers you to explore the opportunities available at Vale and Glencore, and to take the next steps with purpose and pride. As Debendaagziwaad of Atikameksheng Anishnawbek, we bring strength, resilience, and leadership to every space we enter—and our presence in the mining industry is no exception.

If you ever feel unsure, please reach out. The support is here. Your community stands behind you.

You've got this.

