

Our Vision

To build a diverse, sustainable, safe and skilled Canadian mining workforce that is recognized globally.



MINING INDUSTRY
HUMAN RESOURCES COUNCIL

2018 In Review



Ryan Montpellier
Executive Director

The past year has seen very positive growth for MiHR. We strengthened collaboration among stakeholders; secured new projects to better serve the mining industry, its workers and future generations of its workforce; saw revenue increase by over 50 percent; and our team grew to 20 people.

Industry recovery, growth and innovation are altering the human resource (HR) needs of the Canadian mining sector. As Canada's knowledge centre for mining labour market intelligence (LMI), MiHR secured a new three-year, \$2.2 million project from the Government of Canada's Sectoral Initiatives Program to expand its LMI research, analysis and forecasting capabilities. This helped fund the development of a new quarterly LMI dashboard, the HR Data Miner, the 2019 Labour Market Outlook Report and the 2019 employer LMI survey.

We also secured significant projects to help shape the next generation of Canada's mining workforce. In particular, the federal government provided \$7.8 million in funding for our Gearing Up project. Gearing Up brings mining companies and post-secondary educational institutions together to create new experiential learning opportunities for students. It also helps offset the cost of hiring students by providing a wage subsidy of up to \$7,000 to employers for each new co-op opportunity they create.

MiHR continues to deliver programs that address mining's unique HR opportunities and challenges:

- A new essential skills training program for women, youth and new immigrants will help increase their potential interest and engagement in the mining industry.
- A new Mining Professional Immigrant Network (M-PIN) launched to connect new Canadians and mining employers in Ontario.
- Gender Equity in Mining Works (GEM Works) builds networks of mining companies and provides training to help organizations mitigate the unintentional barriers to gender inclusion.



- National Occupational Standards (NOS) establish clear benchmarks of the skills and knowledge required for workers to perform in a particular occupation – forming the basis for workforce development, curriculum development and alignment of company training programs.
- The Canadian Mining Certification Program (CMCP), the industry-standard for validating the skills, knowledge and experience of workers in the Canadian mining sector, has certified over 1200 workers.
- The Green Jobs program helps post-secondary graduates gain relevant and meaningful work experience in mining. Wage subsidies up to \$12,000 are available for positions that have a focus on clean technology and innovation.
- The Mining Essentials training program continues to equip Indigenous learners with the essential and work readiness skills to begin a career in mining.
- MiHR hosted two virtual career fairs in support of our wage subsidy programs that saw a combined total of 40 employers and 1685 job seekers taking part.

At the end of 2018, we look back at past accomplishments and challenges to help chart our course forward with our Board of Directors through an organizational strategic plan review process. As we work through that process, I have no doubt that MiHR will continue to provide incredible value to Canada's mining industry.

The Mining Industry Human Resources Council (MiHR) is Canada's knowledge centre for mining labour market intelligence.

An independent, non-profit organization, MiHR drives collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify opportunities and address the human resource and labour market challenges facing the Canadian minerals and metals sector.

mihr.ca

Strategic Priorities

1 Labour Market Trends, Intelligence, and Research

To provide a centralized, trusted and responsive knowledge center for minerals and metals labour market trends, intelligence, and research that will become a go-to resource for mining industry stakeholders.

Accomplishments:

- **1** National Mining Labour Market Intelligence (LMI) report published and **5** custom / regional LMI reports published
- **18** Thought leadership articles published
- **65** Industry presentations through conferences, consultations and webinars
- **2** Editions of the HR Data Miner dashboard produced to provide timely LMI reporting
- **2100+** Visits to MiHR.ca LMI webpage
- **1500+** LMI report downloads

2 Optimizing Human Resources Supply

To develop and distribute tools that help employers effectively engage all potential sources of labour.

Accomplishments:

- **Gearing Up: Developing Mining Talent Through Work-Integrated Learning** announced on April 10 by the Honourable Patty Hajdu, Minister of Employment, Workforce Development and Labour
- **The Mining Professional Immigrant Network (M-PIN)** launched September 25 to connect new Canadians and mining employers in Ontario.
- **Your Future In Mined** marketing campaign initiated to improve mining career awareness, leading to new partnerships with Chatterhigh and TalentEgg to promote mining to students and job seekers.
- **900+** Users completed MiHR's online career quiz
- **4,800+** Students reached through career awareness activities
- **160** funded opportunities for students to access new work-integrated learning (co-op) opportunities
- **72** Green Jobs agreements for new graduates
- **1600+** job seekers and **40** employers took part in the two 2018 virtual career fairs
- **503** members of ENSEMBLE: The Mining Diversity Network, which hosted **12** webinars with a combined audience of **270**

3 Standards and Workforce Readiness

To develop and maintain a suite of National Occupational Standards (NOS) for select mining occupations and accompanying essential skills resources.

Accomplishments:

- **3** new National Occupational Standards (NOS) developed with **31** industry experts
- **5** NOS updated with **39** industry experts
- **1,000+** copies of the NOS downloaded / distributed to industry stakeholders
- **Underground miner NOS** used as the foundation for the development of underground miner training in BC
- **555** total learners enrolled in Mining Essentials since its inception. **60%** of learners successfully completed the program. **50%** of those learners found employment or furthered their education within three to 12 months of Mining Essentials completion.
- **High school curriculum adapted** in Ontario to incorporate MiHR's Mining Essentials learning outcomes and teaching approach.

4 Credentials and Recognition

To recognize and promote the skills of individuals and the achievements and practices of employers and training providers.

Accomplishments:

- **1,225** workers received CMCP certification since program inception
- **38** employers engaged in the CMCP since program inception
- **Alternative certification assessment process** allows workers whose employer is not a CMCP designated site to apply and be assessed against the requirements to certify.
- **3** Examiner panels, comprised of **3** subject matter experts, trained to review and assess a candidate application for certification
- **Updated competency based assessment** workplace assessor training including new training around mentoring/coaching and communication
- **National online registry** of the skills and competencies of certified workers



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