



# GEARING UP


## Developing Mining Talent Through Work-Integrated Learning

### What is Gearing Up?

Gearing Up is the work-integrated learning (WIL) program for Canada's mining sector. Funded by the Government of Canada through Employment and Social Development Canada's Student Work Placement (SWP) Program, Gearing Up offers wage subsidies up to \$7,000 to mining employers that create WIL opportunities for post-secondary students studying fields applicable to the mining sector, including STEM, business and other mining related programs. WIL opportunities include structured work experience, co-op placements, internships, field placements or applied projects.

### What is Gearing Up's Objective?

Gearing Up's objective is to drive systemic change by aligning post-secondary student skills training with industry requirements through mining employer delivery of work-integrated learning (WIL) opportunities.

 Help shape the next generation of Canada's mining workforce

# How will Gearing Up Achieve its Objective?

Gearing Up consists of five main project 'gears', each of which support overall project objectives.



## INDUSTRY-EDUCATION PARTNERSHIPS

A Steering Committee comprised of mining companies and post-secondary institutions provides guidance and subject matter expertise into project activities, outputs and desired outcomes.



## ATTRACTION OF KEY TALENT

Awareness, outreach and recruitment strategies promote the mining industry, its career opportunities and encourage program participation.



## REMOVAL OF WORKPLACE BARRIERS

Training that addresses systemic barriers to gender equity in mining, supports awareness and reconciliation with Indigenous peoples, and builds cross-cultural communication skills.



## OVER 2000 WIL OPPORTUNITIES

Over 2000 wage subsidies are available to employers who create new WIL placements. The number of placement subsidies available each year is contingent on federal program funding.



## EVALUATION AND SUSTAINABILITY

Ongoing and timely monitoring and feedback is collected and analyzed to ensure program effectiveness and sustainability.

# Who Benefits from Gearing Up?

### Employer Eligibility:

- Small, medium or large companies and not for profit organizations that are Canadian-owned or a Canadian subsidiary and involved in the mining and mineral exploration sectors are eligible to apply for Gearing Up wage subsidies.
- Employers who can demonstrate an increase in WIL opportunities from the year prior to first participating in the federal government's SWP Program (baseline year) will be eligible for a wage subsidy. Only the incremental net new WIL placements, over the baseline year, are eligible for the subsidy.

### Employer Benefits:

- Access to wage subsidies to hire post-secondary students for high-demand mining occupations.
- Gain students' analytical skills and fresh insights into important projects.
- Develop a skilled talent pool of new graduates to hire.

### Student Eligibility:

- Registered in a full-time or part-time post-secondary program in a Canadian post-secondary institution.
- A Canadian citizen, permanent resident or person with refugee protection under the law.
- Legally able to work in Canada according to the laws and regulations of the province or territory where they live.
- Be studying fields applicable to the mining sector, including STEM, business and other mining related programs.

International students are not eligible participants under the Gearing Up wage subsidy program.

The program encourages participation by underrepresented groups such as women in science, technology, engineering and mathematics (STEM), Indigenous peoples, persons with disabilities, recent immigrants, first-year students and members of visible minority groups.

### Student Benefits:

- Develops skills and gains real-world work experience.
- Streamlines the transition to long-term employment in the mining sector or the pursuit of advanced studies upon graduation.

## ABOUT THE MINING INDUSTRY HUMAN RESOURCES COUNCIL (MiHR)

MiHR is Canada's knowledge centre for mining labour market information. An independent, non-profit organization, MiHR leads 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.

More information and the one-page application form are available at:



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