M-PIN

THE MINING PROFESSIONAL IMMIGRANT NETWORK

What is M-PIN?

The Mining Professional Immigrant Network (M-PIN) adapts, tests and evaluates innovative engagement methods to better integrate immigrant talent into the Ontario mining industry.

M-PIN connects Ontario mining employers, internationally trained professionals and immigrant serving organizations to help support career development.

What does M-PIN include?

M-PIN provides a free online forum where members can create profiles, learn more about one another and network. Hosted as a subgroup of MiHR's social network *ENSEMBLE: The Mining Diversity Network*, the forum contains project information and resources such as a shared calendar, discussion forums and job postings. The platform also hosts webinars to help inspire discussions amongst members on topics related to diversity and inclusion.

In addition, M-PIN offers a customized training program for mining human resource practitioners. This training program has been adapted for the mining industry to help employers better recognize and address potential barriers to employment for internationally trained professionals.

Improving the Integration of New Canadians into Ontario Mining

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MINING INDUSTRY
HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIÈRE

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What are M-PIN's goals?

1. Build Networks

Networking is an important skill that can greatly improve an internationally trained professional's chances of getting meaningful employment in the Canadian mining industry. M-PIN enables this through its customized forum that connects them with employers.

M-PIN aims to modernize the recruitment approach for immigrant talent, thus creating more opportunities to diversify the labour market. In addition, MiHR hosts meet-ups and webinars to reach the widest audience possible, ensuring a steady stream of online and in-person networking opportunities.

2. Provide Training

M-PIN provides a mining-specific training program that focuses on topics such as diversity and inclusion, steps to achieving success and more. Through these and other training strategies, M-PIN will help employers formalize inclusive human resources policies and practices, with the intent of raising awareness of, and helping to reduce, possible barriers in common policies and practices. It will encourage employers to engage immigrant talent adaptively and professionally.

3. Reduce Barriers and Increase Opportunities

eLearning is available to M-PIN members that helps internationally trained professionals more easily and effectively adapt to Canadian workplace culture. Lessons on soft skills and customs will help to reduce misunderstandings and possible communication barriers caused by cultural expressions.

Funded by:

Ontario

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Optimizing mining's human resource supply.

ABOUT THE MINING INDUSTRY HUMAN RESOURCES COUNCIL

The Mining Industry Human Resources Council (MiHR) is the national human resource and labour market council for Canada's minerals and metals sector. It is the catalyst that drives collaboration among industry stakeholders to understand labour market trends, identify opportunities and develop solutions to mining's human resource challenges.

VISIT MIHR.CA

JOIN M-PIN TODAY!

For full M-PIN program information and to join the network, **visit mihr.ca**, call the Mining Industry Human Resources Council at **613-270-9696** or email us at **mpin@mihr.ca**