



# Mining Potential

Engaging Women, Youth, and Newcomers in Mining

## What is Mining Potential?

Mining Potential teaches the essential and work readiness skills which have been validated and deemed necessary by industry to gain employment in the mining sector. The program provides a blended approach for women, youth and newcomers to develop non-technical skills and increased confidence needed to achieve rewarding employment in mining. The program helps prepare learners for careers in the Canadian minerals and metals sector and provides industry with skilled and safety-conscious workers.

## What is Mining Potential's Objective?

Mining Potential was created to address the industry's labour market challenges and help mining companies meet their hiring needs by preparing underrepresented groups for employment.

The partnerships between employers and educators informs the work enrichment activities, delivery design and learner recruitment, exposing learners to the mining sector through an empowering learning experience, leading to employment or further education.



 An Inclusive and Diverse Mining Workforce



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



# How Does Mining Potential Work?

Mining Potential teaches essential and work readiness skills using industry examples, tools and documents as well as scenarios that respect learners' backgrounds and experiences. The training program combines two components for a blended learning experience:

# 1

Face-to-face or virtual training on essential and work readiness (non-technical) skills that the industry has validated as necessary for entry-level hires. This training involves trainer led training, facilitated discussions, e-Learning, and group work.

# 2

Enrichment activities that bring the program to life through site visits, practical activities, guest speakers, additional certificates, as defined by training sites and their industry partners. These allow learners to apply and demonstrate their newly acquired skills to help make them more employable.



## What are the Benefits of Mining Potential?

- Increased awareness of career opportunities in the mining industry.
- Increased ability to demonstrate essential skills.
- Program graduates have the skills to seek employment or pursue further education.
- Highly customizable for employers' and regions' unique needs.
- Increased partnership building between training institutions and mining companies.
- Increased workforce diversity and hiring needs met as industry partners participate in the program intending to hire graduates.

### 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.

**VISIT [MIHR.CA](https://mihr.ca)**

For more information on the Mining Potential program and its eligibility criteria, contact MiHR at **613.270.9696** or email Lindsay Kajiura at **[lkajiura@mihr.ca](mailto:lkajiura@mihr.ca)**